

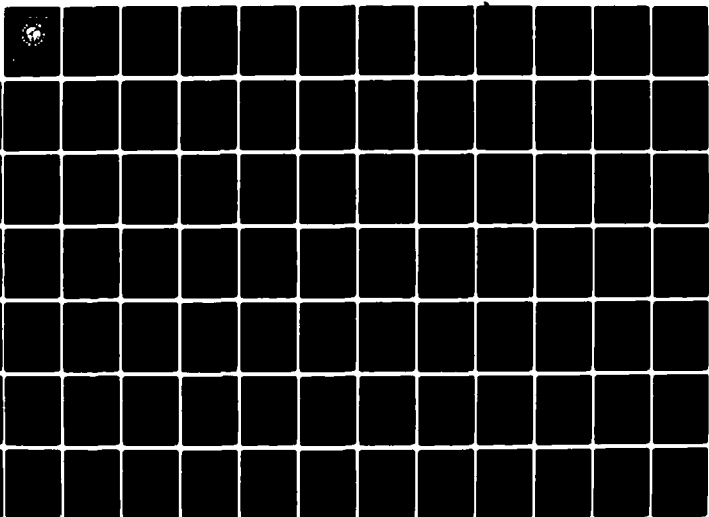
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AEROSPACE CONTROL AND WARNING SYSTEMS CAREER LADDER AND ELECTRO--ETC(U)
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AEROSPACE CONTROL AND WARNING SYSTEMS
CAREER LADDER AND ELECTRONIC WARFARE COUNTERMEASURES
CAREER LADDER.
AFSCs 27630A, 27630B, 27630C, 27650, 27670, 27631,
27671, AND 27692)

AFPT 90-276-375

11 NOVEMBER 1979

OCCUPATIONAL SURVEY BRANCH
USAF OCCUPATIONAL MEASUREMENT CENTER
RANDOLPH AFB TEXAS 78148

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PREFACE

This report presents the results of a detailed Air Force Occupational Survey of the Aerospace Control and Warning Systems (AFS 276X0) and Electronic Warfare Countermeasures (AFS 276X1) career ladders. The project was directed by USAF Program Technical Training, Volume 2, dated October 1978. Authority for conducting occupational surveys is contained in AFR 35-2. Computer printouts from which this report was produced are available for use by operating and training officials.

The survey instrument was developed by Captain Loretta Y. Lee, Inventory Development Specialist. Mr. Reginald G. Nolte analyzed the survey data and wrote the final report. This report has been reviewed and approved by Lieutenant Colonel Jimmy L. Mitchell, Chief, Airman Career Ladders Analysis Section, Occupational Survey Branch, USAF Occupational Measurement Center, Randolph AFB, Texas 78148.

Computer programs for analyzing the occupational data were designed by Dr. Raymond E. Christal, Manpower and Personnel Division, Air Force Human Resources Laboratory (AFHRL) and were written by the Computer Programming Branch, Technical Services Division, AFHRL.

Copies of this report are available to air staff sections, major commands, and other interested training and management personnel upon request to the USAF Occupational Measurement Center, attention of the Chief, Occupational Survey Branch (OMY), Randolph AFB, Texas 78148.

This report has been reviewed and is approved.

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SUMMARY OF RESULTS

1. Survey Methodology: The data used in the compilation of this report were collected through the administration of job inventory booklets to DAFSC 276X0/X1 personnel Air Force-wide. The survey results were based upon responses from 2,431 of the 4,006 276X0/X1 personnel assigned worldwide, or 61 percent of the total worldwide career ladder population.
2. Career Ladder Structure: Overall, the career ladder structure was very heterogeneous. Twenty major job clusters were identified, of which five were independent job types. Generally the respondents grouped by the type of function they were performing. DAFSC 276X0 personnel were found in all the 20 major groups. DAFSC 276X1 personnel appeared in varying degrees in 12 of the major groups.
3. DAFSC Differences: Personnel holding a 3-skill level spent over 70 percent of their time on technical tasks. They also performed the least number of tasks of the skill level groups. Five-skill level personnel show a very slight increase over 3-skill level personnel in the performance of supervisory tasks; however, they primarily performed technical tasks, but are no longer tied as are 3-skill level personnel to one particular ACW system. Seven-skill level personnel spend 60 percent of their time on supervisory tasks while, as might be expected, 9-skill level personnel spend the vast majority of their time on higher level management duties.
4. CONUS Versus Overseas Difference: Differences between 5-skill level 276X0 personnel in CONUS and overseas were minor. However, overseas DAFSC 27671 performed a lesser number of tasks than did their counterparts in the CONUS.
5. AFR 39-1 Review: Overall, AFR 39-1 speciality descriptions gave a thorough and accurate picture of the 276X0 career ladder.
6. STS Review: The STS 276X0 appears overall to be up-to-date and complete in providing general training requirements. The combining of the 276X1 ladder with the 276X0 ladder may require some refinements to be made to the 276X0 STS.
7. Write-In Comments: Comments from the field reflected a low state of morale in the 276X0/X1 career ladders. Four main irritants were identified: 1) meaningless, boring jobs, 2) endless details, 3) NCOs being utilized primarily in additional duties, and 4) perceived inability to get out of the career field.
8. Implications: Job interest and perceived utilization of talents and training were generally low. Although the career ladder structure is very heterogeneous, there are sufficient personnel of each ladder appearing in the same major clusters to indicate that combining the 276X1 ladder with the 276X0 ladder was a sound decision.

OCCUPATIONAL SURVEY REPORT
AEROSPACE CONTROL AND WARNING SYSTEMS CAREER LADDER
AND ELECTRONIC WARFARE COUNTERMEASURES CAREER LADDER
(AFSCs 27630A, 27630B, 27630C, 27650, 27670, 27631,
27671, AND 27692)

INTRODUCTION

↓ This is a report of an occupational survey of the Aerospace Control and Warning Systems (AFS 276X0) and Electronic Warfare Countermeasures (AFS 276X1) career ladders completed by the Occupational Survey Branch, USAF Occupational Measurement Center, in October 1979. The previous occupational survey of the 276X0 career ladder was published during November 1972 and the previous survey of the 276X1 career ladder was published in October 1973.

Since these previous surveys, both career ladders have remained relatively stable. A minor change occurred in April 1979 when the DAFSC 27692 was renumbered to DAFSC 27699 as a direct conversion, with no change in title. A major change to AFR 39-1, effective 31 October 1979, deleted the 276X1 ladder and combined it with AFSC 276X0. This change will be further discussed in later section of this report.

In April 1978, A, B, and C shredouts were added to the 27630 AFSC to identify personnel undergoing channelized training and to facilitate proper first-job assignment of those airmen receiving channelized training. The A-shred identifies individuals receiving training on manual systems; the B-shred identifies personnel receiving training on the 416L SAGE system; and the C-shred relates to 407L Tactical Air Control system. When an airman is awarded the 5-skill level the shred is dropped from his AFSC.

The current project reflects a request by the Technical Training School at Keesler AFB for a survey to update the task inventory because of numerous Specialty Training Standard changes and course updates since the previous surveys.

↓ Topics discussed in this report include: (1) survey methodology, (2) the job structure found within the career ladder and how it relates to skill level and experience groups, (3) comparison of the job structure with career ladder documents, such as AFR 39-1 Specialty Job Descriptions and the Specialty Training Standard (STS), and (4) comparison of the current survey with the previous studies. ↙

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SURVEY METHODOLOGY

Inventory Development

The data collection instrument for this occupational survey was USAF Job Inventory AFPT 90-276-375. The task lists from the 1972 and 1973 studies served as the starting point for developing a new task inventory. The previous task lists were reviewed, modified, refined, and consolidated into one single task list through a thorough research of career ladder publications and directives and personal interviews with 21 subject matter specialists at three bases (Keesler, Luke, and Bergstrom AFBs). The final result was a task list consisting of 624 tasks grouped under 20 duty headings and a background section which included information about each respondent, such as grade, TAFMS, TICF, duty title, and job interest.

Survey Administration

During the period November 1978 through March 1979, consolidated base personnel offices in operational units worldwide administered the inventory booklets to personnel holding Aerospace Control and Warning Systems (276X0) and Electronic Warfare Countermeasures (276X1) DAFSCs. These personnel were selected from a computer generated mailing list obtained from personnel data tapes maintained by the Air Force Human Resources Laboratory (AFHRL). Each individual who completed the inventory first completed an identification and biographical information section, then checked each task performed in their current job.

After checking all tasks performed, each respondent then rated each of these tasks on a nine-point scale showing relative time spent on that task as compared to all other tasks checked. The ratings ranged from one (very-small amount time spent) through five (about-average time spent) to nine (very-large amount time spent). To determine relative time spent for each task checked by a respondent, all a respondent's ratings are assumed to account for 100 percent of his or her time spent on the job and are summed. Each tasks rating is then divided by the total task responses and the quotient multiplied by 100. This procedure provides a basis for comparing tasks not only in terms of percent members performing, but also in terms of average percent time spent.

Survey Sample

Personnel were selected to participate in this survey so as to insure proper representation across MAJCOM and DAFSC groups. Table 1 reflects the percentage distribution, by major command, of assigned personnel in the career ladder as of December 1978. Also listed in this table is the percent distribution, by major command, of respondents in the final survey sample. Table 2 indicates the DAFSC distribution of

the survey sample. The 2,431 respondents making up this final sample represent 61 percent of the 4,006 personnel assigned to this career ladder Air Force-wide. Generally, it appears that the survey sample provides good representation across all skill levels.

In Table 3, the total active federal military service (TAFMS) survey distribution for AFS 276X0 respondents is presented. Table 4 presents the total time in the career field (TICF) survey distribution for AFSCs 27631 and 27671. Note that over 50 percent of personnel in the survey sample in both career ladders are in the first and second enlistment period.

TABLE 1

COMMAND REPRESENTATION OF SURVEY SAMPLE

COMMAND	276X0		276X1		27692*	
	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE	PERCENT OF ASSIGNED	PERCENT OF SAMPLE
AAC	8	9	5	6	5	5
ADCOM	50	44	82	81	50	54
AFCS	-	-	6	1	1	1
AFSC	1	2	-	-	3	3
ATC	3	4	-	1	1	1
PACAF	5	4	-	-	6	6
TAC	18	22	4	5	20	15
USAFE	13	12	3	6	13	12
USAFSS	1	1	-	-	-	1
OTHER	<u>1</u>	<u>2</u>	<u>-</u>	<u>-</u>	<u>1</u>	<u>2</u>
TOTAL	100	100	100	100	100	100

* AFSC 27692, AEROSPACE CONTROL AND WARNING SYSTEMS SUPERINTENDENT, WAS DIRECTLY CONVERTED TO AFSC 27699 30 APRIL 1979. SURVEY DATA WAS OBTAINED PRIOR TO THE CONVERSION AND THE PREVIOUS AFSC WILL BE REFLECTED IN THE OCCUPATIONAL SURVEY REPORT TO AVOID CONFUSION.

TABLE 2

DAFSC DISTRIBUTION OF SURVEY SAMPLE

DAFSC	NUMBER ASSIGNED	NUMBER SAMPLED	PERCENT SAMPLED
27630	-	50*	-
27630A	21	3	14%
27630B	315	16	5%
27630C	95	6	6%
27650	2,296	1,375	60%
27670	946	782	83%
27631	138	68	49%
27671	<u>195</u>	<u>131</u>	<u>67%</u>
TOTAL	4,006	2,431	61%
27692	**	162	*

* 3-SKILL LEVEL PERSONNEL WHO DID NOT INDICATE THEIR SHREDOUT

** 9-SKILL LEVEL PERSONNEL WORK IN THREE CAREER LADDERS (276X0, 276X1, AND 276X2): THEREFORE, SPECIFIC AUTHORIZATIONS ARE NOT AVAILABLE FOR EACH LADDER. OF THE 204 ASSIGNED 27692 PERSONNEL, 162 WERE SAMPLED WHO INDICATED THEY SUPERVISE 276X0 AND 276X1 PERSONNEL.

TABLE 3
TAFMS DISTRIBUTION OF SURVEY SAMPLE
(DAFSC 276X0)

<u>MONTHS TIME IN SERVICE</u>	<u>1-48</u>	<u>49-96</u>	<u>97-144</u>	<u>145-192</u>	<u>193-240</u>	<u>240+</u>
NUMBER IN FINAL SAMPLE	775	549	383	223	190	125
PERCENT OF SAMPLE	35%	24%	17%	10%	8%	6%

TABLE 4
TICF DISTRIBUTION OF SURVEY SAMPLE
(DAFSC 276X1)

<u>MONTHS TIME IN CAREER FIELD</u>	<u>1-48</u>	<u>49-96</u>	<u>97-144</u>	<u>145-192</u>	<u>193-240</u>	<u>240+</u>
NUMBER IN FINAL SAMPLE	85	38	27	23	12	13
PERCENT OF SAMPLE	43%	19%	14%	12%	6%	6%

CAREER LADDER STRUCTURE

A key aspect of the USAF occupational analysis program is to examine the actual structure of career ladders--what people are doing in the field rather than how official career field documents say they are organized. This analysis is made possible by the Comprehensive Occupational Data Analysis Programs (CODAP). CODAP consists of 40 programs which generate a number of statistical products used in the analysis of career ladders. The primary product used to analyze career ladders is a hierarchical clustering of all jobs based on the similarity of tasks performed and relative time spent. This process permits identification of the major types of work being performed in the occupation (career ladder) and is analyzed in terms of the job description and background data of each type of job. This information is then used to examine the accuracy and completeness of present career ladder documents (AFR 39-1 specialty descriptions, specialty training standards, etc.) and to formulate an understanding of current utilization patterns.

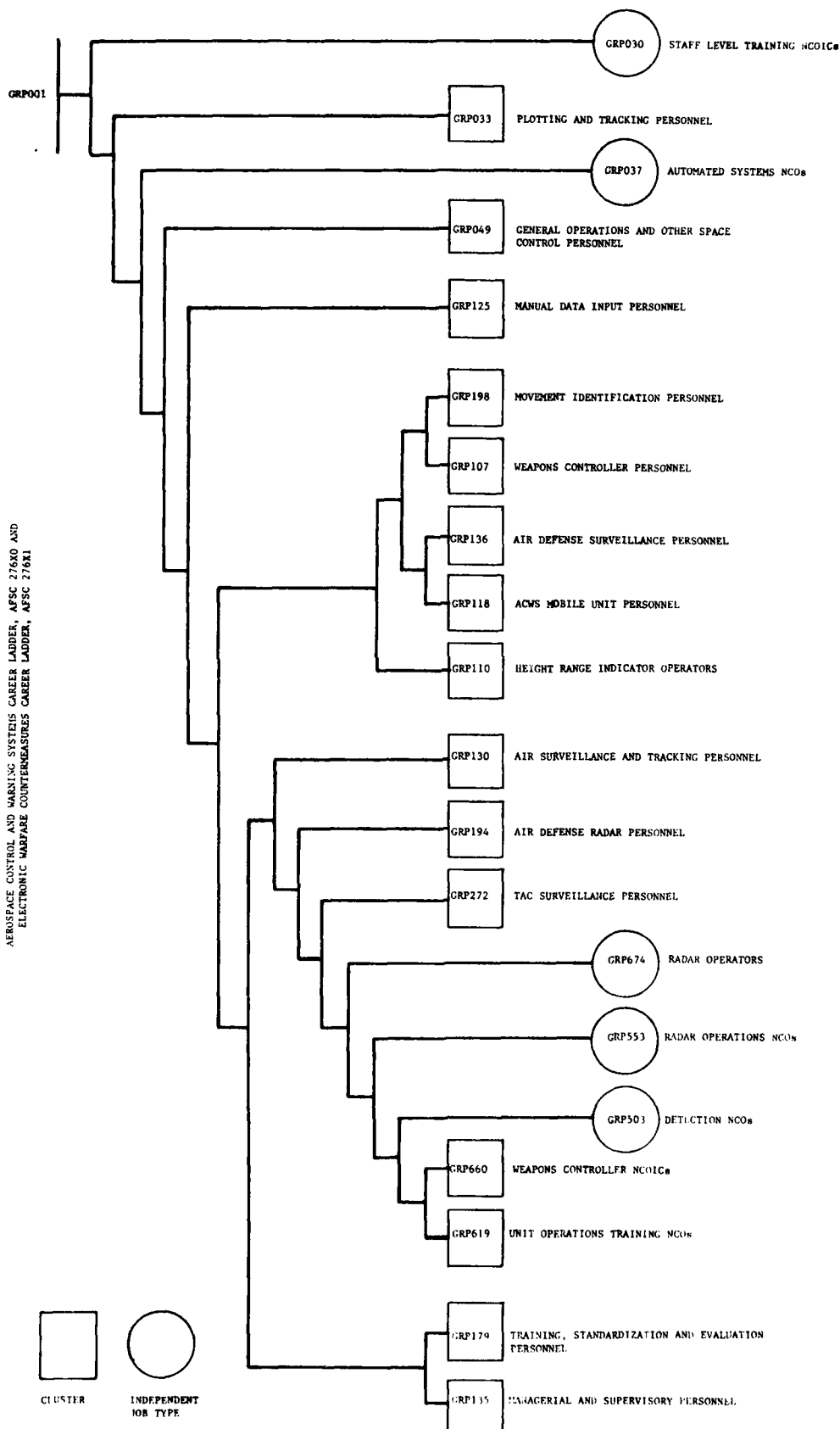
The basic identifying group used in the hierarchical job structure is the Job Type. A job type is a group of individuals who perform many of the same tasks and spend similar amounts of time performing these tasks. A Cluster is a group of job types which have a substantial degree of similarity. Finally, there are often specialized jobs that are too dissimilar to be grouped into any cluster. These unique groups are labeled Independent Job Types.

Tables 5 and 6 present selected background data and a comparison of job satisfaction indices for career ladder functional groups.

Based on task similarity and relative percent time spent, the best division of the jobs performed in the 276X0/X1 career ladders is illustrated in Figure 1. These job clusters and job types are listed below. (The GRP number shown beside each title is a reference to computer printed information included for use by classification and training officials.)

- I. MANAGERIAL AND SUPERVISORY PERSONNEL (GRP135, N=152)
- II. TRAINING, STANDARDIZATION, AND EVALUATION PERSONNEL (GRP179, N=154)
 - a. Training NCOs (GRP201, N=81)
 - 1. TAC Control Training NCOs (GRP558, N=26)
 - 2. ACWS Training NCOs (GRP749, N=11)
 - 3. Surveillance and Technical Training NCOs (GRP402, N=31)

FIGURE 1
AEROSPACE CONTROL AND WARNING SYSTEMS CAREER LADDER, AFSC 27630 AND
ELECTRONIC WARFARE COUNTERMEASURES CAREER LADDER, AFSC 27631



- b. Standardization and Evaluation NCOs (GRP200, N=73)
 - 1. Stan/Eval Unit NCOs (GRP311, N=17)
 - 2. Stan/Eval Unit Supervisors (GRP565, N=15)
 - 3. Stan/Eval Headquarters NCOs (GRP562, N=17)
 - 4. Stan/Eval Headquarters Supervisors (GRP628, N=15)
- III. UNIT OPERATIONS TRAINING NCOs (GRP619, N=170)
- IV. WEAPONS CONTROLLER NCOICs (GRP660, N=53)
- V. DETECTION NCOs (GRP503, N=15)
- VI. RADAR OPERATIONS NCOs (GRP553, N=15)
- VII. RADAR OPERATORS (GRP674, N=43)
- VIII. TAC SURVEILLANCE PERSONNEL (GRP272, N=97)
 - a. ACWS Surveillance NCOs (GRP456, N=51)
 - b. Airborne Surveillance NCOs (GRP423, N=43)
- IX. AIR DEFENSE RADAR PERSONNEL (GRP194, N=203)
 - a. Height Range Indicator Operators (GRP1047, N=24)
 - b. Anti-Jamming Operators (GRP828, N=90)
 - c. Radar Squadron, Training NCOs (GRP836, N=35)
 - d. Air Defense ECCM Operators (GRP700, N=36)
- X. AIR SURVEILLANCE AND TRACKING PERSONNEL (GRP130, N=130)
 - a. Air Surveillance Crew Chiefs (GRP335, N=33)
 - b. Plotting and Tracking (GRP451, N=36)
 - c. Air Surveillance and Tracking Senior Crew Chiefs (GRP482, N=13)
- XI. HEIGHT RANGE INDICATOR OPERATORS (GRP110, N=129)
- XII. ACWS MOBILE UNIT PERSONNEL (GRP118, N=265)
- XIII. AIR DEFENSE SURVEILLANCE PERSONNEL (GRP136, N=143)
- XIV. WEAPONS CONTROLLER PERSONNEL (GRP107, N=262)
 - a. Weapons Controller Operators (GRP174, N=87)
 - b. Senior Director Technicians (GRP255, N=77)
 - c. Weapons Controller Technicians (GRP241, N=74)
 - d. Mission Management and Range Safety Technicians (GRP134, N=22)

- XV. MOVEMENT IDENTIFICATION PERSONNEL (GRP198, N=118)
- XVI. MANUAL DATA INPUT PERSONNEL (GRP125, N=56)
- XVII. GENERAL OPERATIONS AND OTHER SPACE CONTROL PERSONNEL (GRP049, N=198)
 - a. General Operations NCOs (GRP191, N=44)
 - b. Space Surveillance Console Operators (GRP064, N=98)
- XVIII. AUTOMATED SYSTEMS NCOs (GRP037, N=56)
- XIX. PLOTTING AND TRACKING PERSONNEL (GRP033, N=135)
 - a. Height Scope Operators (GRP147, N=27)
 - b. Pilot Simulator Operators (GRP148, N=13)
 - c. Tracking Technicians (GRP046, N=56)
- XX. STAFF LEVEL TRAINING NCOICs (GRP030, N=82)

Ninety-three percent of the respondents in the sample were found to perform jobs roughly equivalent to those described in the 20 major clusters listed above. The remaining seven percent were not associated with any of these major groups because the respondents' jobs were so heterogeneous that they did not group with clusters or as independent job types. Typical jobs reported by these members were first sergeant, acting first sergeant, clerks, range personnel, plans NCOs, and resource technicians.

Generally, the respondents grouped by the type of function they were performing, such as weapons controllers, height finding, surveillance, plotting and tracking, automated systems, movement identification, etc. Because of this functional grouping, the overall career ladder structure is highly heterogeneous. DAFSC 276X0 respondents were found in all the major groups. DAFSC 276X1 personnel were found in varying degrees in 12 of the 20 major groups but the vast majority appeared in Cluster IX, Air Defense Radar Personnel.

Generally, job satisfaction and perceptions of the use of the respondents' talents and training were rather low throughout the career ladders. This low job satisfaction may suggest major problems in retaining experienced personnel in future years.

Group Descriptions

I. MANAGERIAL AND SUPERVISORY PERSONNEL (N=152). This cluster consists of primarily 27670 and 27692 personnel. Members spend 77 percent of their time on supervisory and management tasks. Typical of the tasks performed are counsel personnel, evaluate airman

performance, supervise 5- and 7-skill level airmen, determine personnel, space, equipment or supply requirements, establish work priorities, and prepare APRs. Overall, very few technical tasks are performed. Personnel in this cluster are assigned across the broad spectrum of using commands as site commanders and NCOICs of branches, divisions, or sections. Forty-nine percent of the respondents were superintendents.

II. TRAINING, STANDARDIZATION AND EVALUATION PERSONNEL (N=154). Members of this cluster devote 77 percent of their time to the managerial and supervisory area, with their primary thrust being directed to training, standardization and evaluation tasks. Seventy percent of these members are 7- and 9-skill level airmen. The main cluster breaks into two distinct job groups, with one job group consisting of Training NCOs and the other consisting of Standardization and Evaluation NCOs.

Training NCOs spent 40 percent of their time on training tasks, such as review individual training progress, prepare lesson plans, conduct on-site classroom instruction, develop training aids, plan or supervise training programs and maintain training records, charts, or graphs. The bulk of their remaining time is devoted to directing and implementing or organizing and planning functions. Approximately one-fourth of the respondents were assigned to resident technical training with the majority of the remaining personnel being assigned to field units in various training capacities.

Standardization and Evaluation NCOs are involved in training and evaluation activities, with 40 percent of their time devoted equally to these functions. Members are involved in the evaluation of training programs, evaluating policies, standards, or programs, evaluation of training methods, technique, or programs, determining training requirements, conducting standardization evaluation checks, and verifying operational readiness of personnel. The majority of their remaining time is devoted to directing and implementing or organizing and planning. Approximately one-third of these incumbents were assigned to higher headquarters, such as ADCOM or Air Defense Squadrons, in specialized standardization and evaluation functions relating to missile warning, spacetrack or electronic warfare. The remaining two-thirds of the incumbents were assigned to field units, such as radar squadrons.

III. UNIT OPERATIONS TRAINING NCOs (N=170). These personnel are primarily involved with supervision and training at the squadron level in ADCOM and the Alaskan Air Command. Most of the incumbents are assigned to radar squadrons, air defense squadrons, AC&W squadrons, or tactical control flights or squadrons. Both AFSCs are represented, with 67 percent being 276X0s and 21 percent being 276X1s. Eleven percent are 9-skill level personnel. Supervisory functions performed include evaluating airman performance, write APRs, supervising 5-skill level airmen, indoctrinating newly assigned personnel, counseling personnel on personal or military related problems,

determine work priorities, and schedule work assignments. Members are also heavily involved with training tasks to include conducting proficiency training, upgrade training, and OJT; planning or supervising training programs, determining training requirements, direct training programs, etc.

IV. WEAPONS CONTROLLER NCOICs (N=53). Personnel in this cluster are principally assigned to TAC and USAFE in the Weapons Branch or Air Surveillance Section of a Control and Reporting Post or Forward Air Control Post (FACP). Their functions is to control USAF fighters for either offensive or defensive missions and to provide early warning. Ten percent of their time is spent on mobility related tasks. Forty-five percent of these members are stationed overseas, primarily in Europe. The average number of tasks performed (146) is relatively high in comparison with other members of this survey sample. Job interest and perceived utilization of talent is relatively low, although perceived utilization of training is rather good.

V. DETECTION NCOs (N=15). This small independent job type consists of members who are assigned to an Air Surveillance Section or Movement and Identification Section of a Region Control Center. They are heavily involved in the performance of supervisory tasks, spending 80 percent of their time directing and implementing or organizing and planning. Typical tasks include direct detection console operator activities, direct height operations, direct manual or automated tracking systems operations, and direct operational training branches. They are also involved in planning aerospace defense exercise tests, planning work flow, and planning on-the-job training (OJT) programs. Considering the high amount of time they spend on supervisory tasks, they average a very high number of total tasks performed (149).

VI. RADAR OPERATIONS NCOs (N=15). This independent job type consists of members who are principally assigned to a Weapons Branch or Training Section at Forward Air Control Posts (FACP). Ninety-three percent are assigned overseas. Those members are primarily involved in implementing training activities of radar operators. These NCOs are relatively satisfied with their job and feel their talents and training are being used fairly well or better.

VII. RADAR OPERATORS (N=43). This independent job type consists of radar operators who are assigned to Air Surveillance Sections in Region Control Centers or Long Range Radar Sites. This group performs the highest average number of tasks of any group in this survey sample (260). Typical tasks include performing communications checks, briefing relieving crews on changes in policies or procedures, and reporting equipment malfunctions or substandard performance. Seventy-seven percent of these incumbents are 5-skill level personnel. Their average grade is 4.1 and the majority of the members are in their first or second enlistment. Job interest for this group is extremely low, with only 32 percent finding their jobs interesting. They also feel that their talents and training are not being well utilized.

VIII. TAC SURVEILLANCE PERSONNEL (N=97). The personnel who comprise this cluster are assigned to Air Surveillance Sections, Tell Sections, or Tracking Sections of Airborne Early Warning and Control units or Ground Control Intercept Stations. Over half of the incumbents are Tactical Air Command personnel. Many are assigned to airborne duties. Typical tasks include detect targets or initiate on present position of data; maintain continuity of tracks; and operate identification friend from friend or selective identification feature (IFF/SIF) equipment. Thirty-three percent of the respondents are overseas, primarily in the Alaskan Air Command, USAFE, or the USAF Security Services. No TAC Airborne personnel in this group are stationed overseas. Ninety-eight percent of these individuals are 5- and 7-skill level airmen. Generally the members of this cluster are well satisfied with their job and feel their talents and training are being used fairly well or better.

IX. AIR DEFENSE RADAR PERSONNEL (N=203). This cluster is the third largest in the survey sample. Its members are primarily (95 percent) assigned to ADCOM. They work in Air Surveillance Sections or ECCM Sections of Region Control Centers (SAGE) or Long Range Radar Sites (SAGE). Typical tasks include record equipment performance in AJO or DQM logs; identify type, position, or intensity of electronic jamming; and brief relieving technicians on operational information. All skill levels from both career ladders are represented, with the 276X1s being predominant (60 percent). Expressed job interest is very low, with 46 percent of the incumbents indicating that their job is dull. Perceived utilization of talents and training is also low.

X. AIR SURVEILLANCE AND TRACKING PERSONNEL (N=130). Members of this group are predominately assigned to Air Surveillance Sections or Tracking Sections in Region Control Centers (SAGE). The primary difference between this group and the previous group is that these personnel are involved primarily in tracking functions and perform fewer tasks overall. The emphasis on tracking is evidenced by the lack of 276X1 personnel within this group (only 2 percent). As with the previous group, these members indicate a lack of job satisfaction and generally have a similar low perception of the use of their talents and training.

XI. HEIGHT RANGE INDICATOR OPERATORS (N=129). Members of this cluster work in the Air Surveillance Section of Long Range Radar Sites (SAGE), nearly exclusively in height finding functions. Their work indicates no significant supervision. Ninety-two percent of the incumbents are 3- or 5-skill level airmen, nearly half of whom are in their first enlistment. Typical tasks include determine flight sizes, report target heights, insert heights, and perform calibration checks on heights. They have an average grade of 3.9 and perform relatively few average number of tasks (42). Job interest and perceptions of the use of their talent and training is extremely low.

XII. ACWS MOBILE UNIT PERSONNEL (N=265). This cluster is the largest identified in the survey sample. They are primarily assigned to Air Surveillance Sections and Weapons Branches within Control and Reporting Centers or Control and Reporting Posts in Tactical Air Command and USAFE. As the cluster title indicates, these personnel are assigned to units committed to mobility. Typical tasks include: erect shelters, load vehicles or aircraft, maintain continuity of tracks, and perform console switching actions. Eighty-five percent of these individuals are 3- and 5-skill level airmen, over half of whom are in their first enlistment. Job interest for this group is extremely low.

XIII. AIR DEFENSE SURVEILLANCE PERSONNEL (N=143). The majority of personnel in this cluster are assigned to Air Surveillance Sections and Tracking Sections at Radar Sites (Manual) and Air Surveillance Stations. Seventy-one percent of the incumbents are stationed overseas, principally with the Alaskan Air Command. On the average, they perform only 43 tasks, the majority related to plotting and tracking and general operations functions. Typical tasks include detect targets or initiate on present position of data, display weather information, operate identification friend from friend or selective identification feature (IFF/SIF) equipment, and report equipment malfunctions or substandard performance. Sixty-two percent of the incumbents are in their first enlistment. They express a low job interest and a low perception of the use of their talents; however, their perception of the use of their training is rather high.

XIV. WEAPONS CONTROLLER PERSONNEL (N=262). This cluster is the second largest group in the survey sample. The vast majority of these incumbents are assigned to the Weapons Branch in Region Control Centers (SAGE), Radar Sites (Manual), or Ground Control Intercept Stations. Over half of the members are assigned to ADCOM, although personnel are also found in the Alaskan Air Command, PACAF, TAC, ATC, and USAFE. Forty-three percent of their time is devoted to performing intercept and offensive mission control and performing general operations functions. Typical tasks include coordinate aircraft recoveries with other agencies, monitor weather status, study weapons' performance and capabilities, and perform communications checks. Ninety-six percent of this group are 5- and 7-skill level airmen. Job interest is somewhat low as is their perception of the use of their talents and training.

XV. MOVEMENT IDENTIFICATION PERSONNEL (N=118). As the title of this rather sizeable group indicates, these incumbents are involved in performing movement identification functions. The vast majority of members are assigned to the movement and identification section principally at Region Control Centers (SAGE), Radar Sites (Manual), and in PACAF. The average number of tasks performed is rather low (40). Typical tasks include determine track classification or identification, correlate flight plan information with existing tracks, disseminate flight plan information, and brief relieving technicians on operational information. Expressed job interest is low, and perceived use of talents is low; however, perceived use of training is rather good.

XVI. MANUAL DATA INPUT PERSONNEL (N=56). Members of this rather small cluster perform a limited average number of tasks revolving principally around operating manual data input equipment and performing general operations functions. The vast majority are assigned to the Manual Data Section in Region Control Centers (SAGE). Ninety-five percent of the members are assigned to ADCOM. Typical tasks include process data on tape-to-card punch machines, receive manual data, study card formats, and enter punched data into central computers. Their expressed job interest is extremely low; only 28 percent find their jobs interesting. Their perception of the use of their talents and training is also very low.

XVII. GENERAL OPERATIONS AND OTHER SPACE CONTROL PERSONNEL (N=198). These members are generally assigned to Air Surveillance Sections or Control Sections in a wide variety of units, such as Combat Operations Centers, Missile Warning Centers, Sensor Sites (Phase-Array) and SLBM Sites. Members are involved in plotting air defense data, identifying missile, SLBM, satellite, and aircraft tracks, and displaying threat and warning data. Typical tasks performed include brief relieving crews on changes in policies or procedures, display operational data, maintain logs or records, such as surveillance, weapons, or identification logs, and track satellite trajectories. The average number of tasks performed is rather limited (46). The majority of the members are assigned to ADCOM, although members appear in varying numbers in AAC, PACAF, TAC, and USAFE. Job satisfaction is quite low and expressed perception of the utilization of their talent and training is also low.

XVIII. AUTOMATED SYSTEMS NCOs (N=56). This independent job group consists of members primarily assigned to ADCOM; however, personnel also appear in AFSC, HQ USAF, TAC and USAFE. These incumbents are assigned to Site Production and Reduction Sections, Systems Training Program Sections, and various other specialized activities within Region Control Center (SAGE) and various Headquarters Sections (Command). Typical tasks performed include analyze computer printout data, perform data reduction functions, make mathematical calculations, and design simulated exercise layouts on dual reference maps. The incumbents' average grade is 5.6, average time in military service is 13.3 years, and average number of tasks performed is a rather low 38, indicating the specialized nature of their jobs. The members expressed job satisfaction is somewhat low. Perceptions as to the utilization of their talents are good, but their perceptions as to the utilization of training are somewhat low.

XIX. PLOTTING AND TRACKING PERSONNEL (N=135). This large group of relatively inexperienced airmen consists of personnel involved in tracking, height finding, general operations, and training functions. They are primarily assigned to ADCOM performing plotting and tracking functions, but some members are also in ATC and TAC. Within this group, one job type was composed of 27 height scope operators assigned to Keesler AFB and Tyndall AFB as SAGE Simulator Support Technicians. Another small job type consisting of 13 personnel

were assigned as Pilot Simulator Operators at Keesler AFB. Personnel in this cluster perform a very few average number of tasks (17) reflecting the relatively specialized job they are assigned. Typical tasks include perform console switching actions, report equipment malfunctions or substandard performance, maintain continuity of tracks, and detect targets or initiate on present position of data. The average time in military service for members of this cluster is 4.8 years, average grade is 3.7, and 61 percent are in their first enlistment period. Job Satisfaction for these incumbents is extremely low, only 29 percent found their job interesting. Oddly, these members felt that their talents were fairly well utilized, but not their training.

XX. STAFF LEVEL TRAINING NCOICs (N=82). Members of this independent job group are involved in training or supervising training related functions. They are assigned to Technical Training Centers, Headquarters Section (Command), Region Control Centers (SAGE) and other staff related activities. Members appear in ADCOM and TAC primarily but also appear in many other commands, such as AAC, AFCS, ATC, PACAF, and USAFE. They perform 24 tasks on the average, which is quite low. Typical tasks include develop work methods or procedures, revise training materials, and prepare briefing aids. Personnel in the group have an average grade of 5.7, an average of 12.9 years of military service, and supervise no airmen. These members have a slightly low job interest and a similar perception of the use of their talents and training.

Summary

Personnel within the Aerospace Control and Warning and the Electronic Warfare Countermeasures career ladders are involved in very diverse operations which are located in all areas of the earth and varies from sea level to points in outer space. They operate many different subsystems and many different types of equipment. Because of this diversity we find a highly heterogeneous career ladder structure with a high degree of specialization within the various clusters. Airmen moving from one job assignment to another will often be required to operate different equipment or become integrated into an entirely different operational concept. Overall, however, there is a thread of common training and background experience that ties the members of these specialties together. DAFSC 276X0 personnel are found in the same clusters as DAFSC 276X1 personnel and vice versa. Because of this commonality of training and background experience and the rather small number of authorized 276X1 personnel in the field, it appears realistic to combine them with the 276X0 career ladder.

TABLE 5

SELECTED BACKGROUND DATA ON CAREER LADDER FUNCTIONAL GROUPS

MANAGERIAL AND SUPERVISORY PERSONNEL CLUSTER I	TRAINING, STANDARDIZATION, AND EVALUATION PERSONNEL CLUSTER II	UNIT OPERATIONS TRAINING NCOs CLUSTER III	WEAPONS CONTROLLER NCOs CLUSTER IV	DETECTION NCOs CLUSTER V	RADAR OPERATIONS NCOs CLUSTER VI	RADAR OPERATORS CLUSTER VII	TAC SURVEILLANCE PERSONNEL CLUSTER VIII	AIR DEFENSE RADAR PERSONNEL CLUSTER IX	AIR SURVEILLANCE AND TRACKING PERSONNEL CLUSTER X
NUMBER IN GROUP	152	154	53	15	15	43	97	203	130
PERCENT OF SAMPLE	6%	6%	2%	-	-	2%	4%	8%	5%
PERCENT IN CONUS	61%	76%	55%	80%	7%	63%	67%	97%	82%
DAFSC DISTRIBUTION:									
NOT REPORTED									
27630	3%	-	-	-	1%	-	-	-	-
27650	-	1%	-	-	1%	-	-	-	-
27670	5%	29%	43%	7%	7%	2%	-	2%	1%
27631	40%	54%	55%	67%	53%	77%	41%	1%	3%
27671	-	-	-	13%	40%	14%	57%	25%	39%
27692*	3%	3%	2%	-	-	5%	-	10%	46%
	49%	13%	-	-	-	2%	-	28%	-
				13%	-	2%	-	32%	2%
							2%	2%	9%
AVERAGE GRADE	7.1	5.7	4.9	4.5	5.1	4.1	4.9	4.6	5.3
AVERAGE TIME IN CAREER FIELD (MONTHS)	219	140	162	96	109	71	96	70	95
AVERAGE TIME IN SERVICE (MONTHS)	238	159	189	111	127	80	118	107	150
PERCENT IN FIRST ENLISTMENT	1%	13%	2%	60%	20%	42%	15%	29%	12%
NUMBER OF PERSONS SUPERVISED	3	1	2	2	2	1	1	1	3
AVERAGE NUMBER OF TASKS PERFORMED	63	65	166	146	85	260	100	99	51
JOB DIFFICULTY INDEX	15.3	15.6	22.3	21.7	15.4	28.0	15.8	16.3	12.4
ATDPTS**	5.0	5.0	4.8	5.0	4.6	4.8	4.4	4.6	4.6

* INDICATES LESS THAN ONE PERCENT

* REDESIGNATED 27699

** AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT

TABLE 5 (CONTINUED)
SELECTED BACKGROUND DATA ON CAREER LADDER FUNCTIONAL GROUPS

	HEIGHT RANGE INDICATOR OPERATORS CLUSTER XI	ACNS MOBILE UNIT PERSONNEL CLUSTER XII	AIR DEFENSE SURVEILLANCE PERSONNEL CLUSTER XIII	WEAPONS CONTROLLER PERSONNEL CLUSTER XIV	MOVEMENT IDENTIFI- CATION PERSONNEL CLUSTER XV	MANUAL DATA INPUT PERSONNEL CLUSTER XVI	GENERAL OPERATIONS AND OTHER SPACE CONTROL PERSONNEL CLUSTER XVII	AUTOMATED SYSTEMS NCOs CLUSTER XVIII	PLOTING AND TRACKING PERSONNEL CLUSTER XIX	STAFF LEVEL TRAINING NCOs CLUSTER XXI
NUMBER IN GROUP	129	265	143	262	118	56	198	56	135	82
PERCENT OF SAMPLE	5%	10%	5%	10%	4%	2%	7%	2%	5%	3%
PERCENT IN CONUS	87%	59%	29%	68%	58%	100%	64%	88%	95%	71%
DAFSC DISTRIBUTION:										
NOT REPORTED	-	-	-	-	-	-	1%	-	1%	3%
27630	5%	6%	-	-	5%	11%	3%	-	13%	-
27650	87%	79%	87%	65%	76%	73%	55%	14%	79%	37%
27670	8%	14%	13%	31%	18%	16%	38%	73%	4%	44%
27631	-	-	-	-	-	2%	-	-	2%	-
27671	-	-	-	-	1%	-	-	6%	1%	9%
27692*	-	1%	-	4%	-	-	3%	7%	-	7%
AVERAGE GRADE	3.9	4.0	4.0	4.6	4.2	3.8	4.7	5.6	3.7	5.7
AVERAGE TIME IN CAREER FIELD (MONTHS)	42	48	44	80	55	40	79	140	38	127
AVERAGE TIME IN SERVICE (MONTHS)	61	64	55	96	73	61	104	160	57	155
PERCENT IN FIRST ENLISTMENT	47%	53%	62%	34%	42%	63%	30%	7%	61%	12%
NUMBER OF PERSONS SUPERVISED	-	1	-	1	1	1	-	1	-	-
AVERAGE NUMBER OF TASKS PERFORMED	42	53	43	55	40	51	46	38	17	24
JOB DIFFICULTY INDEX	8.6	10.8	8.4	11.7	10.0	10.4	11.2	13.1	7.0	12.0
ATDPUTS**	3.9	4.2	3.9	4.4	4.3	4.2	4.5	5.0	4.1	5.1

- INDICATES LESS THAN ONE PERCENT

* REDESIGNATED 27699

** AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT

TABLE 6
COMPARISON OF JOB SATISFACTION INDICES BY CAREER LADDER FUNCTIONAL GROUPS
(PERCENT MEMBERS PERFORMING)

	MANAGERIAL AND SUPERVISORY PERSONNEL CLUSTER I	TRAINING STANDARDIZATION AND EVALUATION PERSONNEL CLUSTER II	UNIT OPERATIONS TRAINING NCOs CLUSTER III	WEAPONS CONTROLLER NCOs CLUSTER IV	DETECTION NCOs CLUSTER V	RADAR OPERATIONS NCOs CLUSTER VI	RADAR OPERATORS CLUSTER VII	TAC SURVEILLANCE PERSONNEL CLUSTER VIII	AIR DEFENSE RADAR PERSONNEL CLUSTER IX	AIR SURVEILLANCE AND TRACKING PERSONNEL CLUSTER X
EXPRESSED JOB INTEREST:										
DULL	15	22	14	28	13	20	47	12	46	34
SO-SO	18	8	19	13	33	13	21	15	18	19
INTERESTING	65	67	66	55	47	67	32	70	35	45
NOT REPORTED	2	3	1	4	7	-	-	3	1	2
PERCEIVED UTILIZATION OF TALENTS:										
LITTLE OR NOT AT ALL	32	26	22	45	40	27	61	26	56	43
FAIRLY WELL OR BETTER	67	72	88	55	60	73	39	74	44	57
NOT REPORTED	1	2	-	-	-	-	-	-	-	-
PERCEIVED UTILIZATION OF TRAINING:										
LITTLE OR NOT AT ALL	43	28	23	28	33	27	42	16	34	41
FAIRLY WELL OR BETTER	54	71	77	70	67	73	58	84	65	59
NOT REPORTED	3	1	-	2	-	-	-	-	1	-
DO YOU PLAN TO REENLIST:										
NO, OR PROBABLY NO	47	45	36	32	47	27	49	41	39	39
YES, OR PROBABLY YES	50	54	61	64	40	66	49	55	59	59
NO REPLY	3	1	3	4	13	7	2	4	2	2

TABLE 6 (CONTINUED)
COMPARISON OF JOB SATISFACTION INDICES BY CAREER LADDER FUNCTIONAL GROUPS
(PERCENT MEMBERS PERFORMING)

	HEIGHT RANGE INDICATOR OPERATORS CLUSTER XI	ACWS MOBILE UNIT PERSONNEL CLUSTER XII	AIR DEFENSE SURVEILLANCE PERSONNEL CLUSTER XIII	WEAPONS CONTROLLER PERSONNEL CLUSTER XIV	MOVEMENT IDENTIFI- CATION PERSONNEL CLUSTER XV	MANUAL DATA INPUT PERSONNEL CLUSTER XVI	GENERAL OPERATIONS AND OTHER				STAFF LEVEL TRAINING NCOs CLUSTER XX
							SPACE CONTROL PERSONNEL CLUSTER XVII	AUTOMATED SYSTEMS NCOs CLUSTER XVIII	PLOTING AND TRACKING PERSONNEL CLUSTER XIX		
<u>EXPRESSED JOB INTEREST:</u>											
DULL	49	45	41	23	39	50	30	14	56	17	
SO-SO	17	21	20	21	20	20	26	18	14	16	
INTERESTING	33	31	37	53	40	28	43	64	29	62	
NOT REPORTED	1	3	2	3	1	2	1	4	1	5	
<u>PERCEIVED UTILIZATION OF TALENTS:</u>											
LITTLE OR NOT AT ALL	69	68	52	38	62	66	52	25	68	32	
FAIRLY WELL OR BETTER	30	31	48	61	38	34	46	71	30	68	
NOT REPORTED	1	1	-	1	-	-	2	4	2	-	
<u>PERCEIVED UTILIZATION OF TRAINING:</u>											
LITTLE OR NOT AT ALL	40	53	20	32	29	52	41	36	43	39	
FAIRLY WELL OR BETTER	58	46	79	67	71	48	58	62	56	60	
NOT REPORTED	2	1	1	1	-	-	1	2	1	1	
<u>DO YOU PLAN TO REENLIST:</u>											
NO, OR PROBABLY NO	60	55	57	46	39	66	48	19	53	44	
YES, OR PROBABLY YES	40	41	38	52	61	34	49	79	44	51	
NO REPLY	-	4	5	2	-	-	3	2	3	5	

ANALYSIS OF DAFSC GROUPS

In conjunction with identifying the job structure of the career ladder, it is important to examine skill level differences of members and relate these differences back to the job structure. In addition, this information can be compared to the career ladder documents, such as the AFR 39-1 Specialty Descriptions and the Specialty Training Standards (STS), in order to determine how accurately these documents reflect what career ladder personnel are actually doing in the field.

Table 7 reflects the relative percent time spent by skill level groups on each duty in the inventory. As would be expected, the management, supervision, and administration duties show increasing emphasis with higher skill levels, while the percent time spent on technical duties is greater for the 3- and 5-skill level airmen.

Skill Level Descriptions

DAFSC 27630A/B/C. The 3-skill level personnel spend over 70 percent of their time on technical tasks and relatively little time on management, supervision, or administrative duties. They also perform the least average number of tasks of the skill level groups. The essential differences in the average number of tasks performed and the type of tasks performed by the A-, B-, and C-shreds of the 3-skill level reflects the type of ACW system that they are assigned to upon completion of their channelized resident technical training. A-shred personnel are assigned to manual systems and perform the least average number of tasks (14). B-shred personnel are assigned to the 416L SAGE system and perform an average of 31 tasks, and C-shred respondents are assigned the 407L Tactical Air Control System and perform an average of 45 tasks. Tables 8, 9, and 10 show representative tasks performed by the 3-skill level shreds. To further illustrate the differences between the various shreds, Tables 11, 12, and 13 present tasks which most clearly distinguish the difference.

DAFSC 27650. Five-skill level personnel reflect a slight increase in the performance of management, supervision, and administrative tasks over their 3-skill level co-workers; however, they continue to perform a great many technical tasks. While they spend 68 percent of their time on technical tasks, they are not tied, as are 3-skill level respondents, to any particular ACW system. Five-skill level personnel are represented in every major cluster identified within the survey sample. The majority of their technical duty time is spent in performing general operations and plotting and tracking functions. Table 14 shows representative tasks performed by DAFSC 27650 personnel, while Tables 15, 16, and 17 show tasks which most clearly distinguish between 5-skill level and the 3-skill level A-, B-, and C-shred co-workers.

DAFSC 27670. Seven-skill level personnel spend 60 percent of their time performing management, supervision, and administrative functions (see Table 7). The remaining 40 percent of their time is spent on technical tasks with emphasis upon performing general operations and plotting and tracking functions. Compared to all other skill level groups, they perform 71 tasks, and are identified in all the major Clusters except Cluster VI, Radar Operations NCOs.

Table 18 lists representative tasks performed by DAFSC 27670 personnel and Table 19 shows tasks that most clearly distinguish between 27650 and 27670 personnel.

DAFSC 27631/71. Although the Airman Classification Structure Chart of 31 October 1979 eliminates the 276X1 ladder from the career field and combines it with the 276X0 ladder, it is appropriate to discuss and compare the 276X0 and 276X1 career ladders in light of the recent change. Table 20 depicts a comparison between the percent time spent on duties by Aerospace Control and Warning Systems Personnel (276X0) and Electronic Warfare Countermeasure Personnel (276X1).

Interestingly, there is a great deal of overlap between the two ladders, particularly in Duty F, Performing General Operations Functions, which forms, to a great extent, the baseline or common thread over all skill levels. There are a number of duty areas where 276X1 personnel perform little or no tasks, but significantly neither do 276X0 personnel. The two major duty areas where there is a significant difference (Duties F and T) still reflect some overlap indicating that personnel from either ladder were able to perform in these duty areas with their rather common backgrounds and experience. By far the vast majority of 276X1 respondents appear in one cluster, Air Defense Radar Personnel (Cluster IX), where they represent 60 percent of the 203 respondents in the cluster; however, 36 percent of this cluster was composed of 276X0 incumbents, further indicating the ability of either ladder to perform similar tasks.

Table 21 shows tasks which most clearly distinguish between 276X0 and 276X1 personnel. While the percent difference between the two groups is significant, the actual numbers of 276X0 personnel performing similar tasks to 276X1 personnel is quite impressive. This further supports the decision to eliminate the 276X1 career ladder and incorporate the tasks into the 276X0 ladder.

DAFSC 27692. DAFSC 27692 personnel receive their experience in the 276X0, 276X1, and 276X2 career ladders. As might be expected, 27692 personnel spend only 16 percent of their time performing technical duties, and 84 percent of their time performing management, supervision or administrative functions (see Table 7). Also as expected, most of the 9-skill level's time is spent on higher level management duties as opposed to performing merely as a supervisor (see Table 22).

Seventy-three percent of 9-skill level personnel appear in Clusters I through III which are predominately Managerial and Supervisory oriented Clusters (see Table 5).

The 27692 personnel perform an average of 76 tasks as opposed to the 71 performed by the 27670s, but these tasks are highly concentrated in the higher level management and supervisory tasks to the near exclusion of technical tasks. Tasks which most clearly distinguish between 27670 and 9-skill level personnel are presented in Table 23.

DAFSC 27671 personnel perform an average of 119 tasks with many of these tasks relating to technical functions. Tasks which most clearly distinguish between 27671 and 9-skill level personnel are presented in Table 24.

Summary of DAFSC Groups

DAFSC 276X0 personnel were found to perform similar technical tasks from the 3- to the 7-skill level. Airmen holding higher skill levels perform more tasks, and 7-skill level personnel increasingly take on management, supervisory, and administrative related tasks. Superintendents perform primarily management tasks to the near total exclusion of technical functions.

The collapsing of the 276X1 career ladder into the 276X0 ladder appears to be justified in that there is a common thread of experience and background between the ladders. Significant numbers of 276X0 incumbents are also performing tasks common to 276X1 personnel. Finally, the number of 276X1 personnel who were assigned is rather insignificant when compared to vast members of 276X0 assigned personnel.

TABLE 7

PERCENT TIME SPENT PERFORMING DUTIES BY DAFSC GROUPS

DUTIES	DAFSC 27630A (N=3)	DAFSC 27630B (N=16)	DAFSC 27630C (N=6)	DAFSC 27650 (N=1375)	DAFSC 27670 (N=782)	DAFSC 27631 (N=68)	DAFSC 27671 (N=131)	DAFSC 27692 (N=162)
MANAGEMENT, SUPERVISION AND ADMINISTRATIVE:								
A ORGANIZING AND PLANNING	*	6	8	7	13	4	8	23
B DIRECTING AND IMPLEMENTING	9	6	7	8	16	8	16	27
C EVALUATING	1	5	1	3	9	3	7	15
D TRAINING	5	5	4	7	13	6	12	10
E PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	<u>1</u>	<u>7</u>	<u>1</u>	<u>7</u>	<u>9</u>	<u>5</u>	<u>6</u>	<u>9</u>
SUBTOTAL	16	29	21	32	60	26	49	84
TECHNICAL AC&W AND ECCM FUNCTIONS:								
F PERFORMING GENERAL OPERATIONS FUNCTIONS	34	19	8	16	13	24	15	8
G PERFORMING PLOTTING AND TRACKING FUNCTIONS	23	25	35	13	7	5	5	2
H PERFORMING MOVEMENT IDENTIFICATION FUNCTIONS	14	5	4	6	3	1	1	1
I PROCESSING HEIGHT INFORMATION	*	5	1	6	2	6	5	*
J PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	*	*	2	7	4	1	1	2
K OPERATING MANUAL DATA INPUT EQUIPMENT	*	7	*	1	*	1	*	*
L PERFORMING DAILY OR SHIFT CHECKS	11	7	3	6	3	7	4	1
M PERFORMING QUALITY CONTROL PROCEDURES	*	1	*	1	1	3	2	*
N PERFORMING MOBILE OPERATIONS	*	2	20	6	3	1	1	*
O PERFORMING CONTROL COMPUTER AND DISPLAY FACILITIES FUNCTIONS	*	*	*	1	1	*	*	*
P PERFORMING SPACE TRACK FUNCTIONS	2	*	*	1	1	*	*	*
Q PERFORMING SEA LAUNCHED BALLISTIC MISSILE SYSTEM FUNCTIONS	*	*	4	1	*	*	*	*
R PERFORMING OTHER SPACE CONTROL FUNCTIONS	*	*	*	1	1	*	*	1
S PERFORMING ANTI-JAMMING OPERATOR FUNCTIONS AND CHECKS	*	*	*	*	*	3	2	*
T PERFORMING ELECTRONIC WARFARE COUNTER- COUNTERMEASURES (ECCM)	<u>*</u>	<u>*</u>	<u>2</u>	<u>2</u>	<u>1</u>	<u>22</u>	<u>15</u>	<u>1</u>
SUBTOTAL	84	71	79	68	40	74	51	16

* LESS THAN ONE PERCENT

TABLE 8

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27630A PERSONNEL

TASK	PERCENT PERFORMING
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA	67
F290 PERFORM CONSOLE SWITCHING ACTIONS	67
G334 MAINTAIN CONTINUITY OF TRACKS	67
L418 CLEAN OPERATIONS ROOMS OR EQUIPMENT	67
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	67
F289 PERFORM COMPUTER START-OVER PROCEDURES	67
F288 PERFORM COMMUNICATIONS CHECKS	67
D193 PREPARE FOR OR TAKE PROFICIENCY TESTS	33
H352 MAINTAIN FLIGHT STRIPS	33
H354 PREPLOT FLIGHT PLAN DATA	33
F294 PERFORM SYSTEM READINESS TEST EXERCISES	33
F299 PREPARE SIMULATED EXERCISE PROGRAMS	33
F257 COORDINATE WITH FAA CONTROL CENTERS FOR REPORTING PROBLEMS ON FAA CODES	33
F278 MAKE MATHEMATICAL CALCULATIONS	33
F301 PREPLOT FLIGHT PATHS	33

TABLE 9

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27630B PERSONNEL

TASK	PERCENT PERFORMING
G334 MAINTAIN CONTINUITY OF TRACKS	56
E214 INVENTORY CLASSIFIED FILES	56
F290 PERFORM CONSOLE SWITCHING ACTIONS	50
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	50
G325 DETERMINE POSITION, TYPE, OR INTENSITY OF JAMMING	44
F292 PERFORM EQUIPMENT OPERABILITY CHECKS	44
L418 CLEAN OPERATIONS ROOMS OR EQUIPMENT	44
F289 PERFORM COMPUTER START-OVER PROCEDURES	44
G336 MONITOR OR ASSIST IN PASSIVE TRACKING ACTIVITIES	38
G337 OBTAIN WEATHER INFORMATION	38
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES	38
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA	31
G346 TAKE CORRECTIVE ACTIONS ON ALARM CONDITIONS	31
G344 REPORT POSITION, TYPE, OR INTENSITY OF JAMMING	31
E215 INVENTORY UNCLASSIFIED FILES	31

TABLE 10

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27630C PERSONNEL

TASK	PERCENT PERFORMING
G338 PERFORM TELLING AND RECORDING FUNCTIONS	67
G319 CONVERT COORDINATES TO GEOGRAPHICAL REFERENCES (GEOREFs) OR VICE VERSA	67
G334 MAINTAIN CONTINUITY OF TRACKS	67
G318 CONSTRUCT PLOTTING BOARDS	67
G339 PLOT AIR DEFENSE DATA	50
N440 ERECT SHELTERS	50
N449 REPACK SHELTERS	50
N450 REPACK VERTICAL DISPLAY BOARDS	50
N456 UNPACK SHELTERS	50
N457 UNPACK VERTICAL DISPLAY BOARDS	50
G335 MAINTAIN WEAPONS STATUS BOARDS	50
G326 DISPLAY MISSION DATA	50
N447 REACCOMPLISH DISPLAY BOARDS TO REFLECT AREAS OF OPERATION	50
G317 ASSIGN NUMBERS AND AMPLIFY DATA TO TRACKS	33
G344 REPORT POSITION, TYPE, OR INTENSITY OF JAMMING	33

TABLE 11

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27630A AND 27630B PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27630A (N=3)	DAFSC 27630B (N=16)	DIFFERENCE
F288 PERFORM COMMUNICATIONS CHECKS	67	25	+42
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA	67	32	+35
B57 CONDUCT MEETINGS OR BRIEFINGS	33	0	+33
B102 INVENTORY EQUIPMENT, SUPPLIES, OR RECORDS	33	0	+33
F299 PREPARE SIMULATED EXERCISE PROGRAMS	33	0	+33
P497 PREPARE UNKNOWN SUMMARIES	33	0	+33
D163 ATTEND PROFICIENCY TRAINING PROGRAMS	33	6	+27
G325 DETERMINE POSITION, TYPE, OR INTENSITY OF JAMMING	0	44	-44
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES	0	38	-38
G336 MONITOR OR ASSIST IN PASSIVE TRACKING ACTIVITIES	0	38	-38
G337 OBTAIN WEATHER INFORMATION	0	38	-38
E215 INVENTORY UNCLASSIFIED FILES	0	31	-31
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	0	31	-31
F282 MONITOR WEATHER REPORTS	0	31	-31
G329 DISPLAY WEATHER INFORMATION	0	31	-31

TABLE 12

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27630A AND 27630C PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27630A (N=3)	DAFSC 27630C (N=6)	DIFFERENCE
F289 PERFORM COMPUTER START-OVER PROCEDURES	67	0	+67
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA	67	17	+50
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	67	17	+50
F288 PERFORM COMMUNICATIONS CHECKS	67	34	+33
G318 CONSTRUCT PLOTTING BOARDS	0	67	-67
G319 CONVERT COORDINATES TO GEOGRAPHICAL REFERENCES (GEOREFs) OR VICE VERSA	0	67	-67
A44 PREPARE STATUS BOARDS, CHARTS, OR GRAPHS	0	50	-50
G335 MAINTAIN WEAPONS STATUS BOARDS	0	50	-50
G339 PLOT AIR DEFENSE DATA	0	50	-50
N440 ERECT SHELTERS	0	50	-50
N447 REACCOMPLISH DISPLAY BOARDS TO REFLECT AREAS OF OPERATION	0	50	-50
N449 REPACK SHELTERS	0	50	-50
N450 REPACK VERTICAL DISPLAY BOARDS	0	50	-50
N456 UNPACK SHELTERS	0	50	-50
N457 UNPACK VERTICAL DISPLAY BOARDS	0	50	-50

TABLE 13

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27630B AND 27630C PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27630B (N=16)	DAFSC 27630C (N=6)	DIFFERENCE
F289 PERFORM COMPUTER START-OVER PROCEDURES	44	0	+44
E214 INVENTORY CLASSIFIED FILES	56	17	+39
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES	38	0	+38
G318 CONSTRUCT PLOTTING BOARDS	6	66	-60
G319 CONVERT COORDINATES TO GEOGRAPHICAL REFERENCES (GEOREFs) OR VICE VERSA	13	67	-54
G335 MAINTAIN WEAPONS STATUS BOARDS	0	50	-50
G338 PERFORM TELLING AND RECORDING FUNCTIONS	19	67	-48
G339 PLOT AIR DEFENSE DATA	6	50	-44
N440 ERECT SHELTERS	6	50	-44
N447 REACCOMPLISH DISPLAY BOARDS TO REFLECT AREAS OF OPERATION	6	50	-44
N449 REPACK SHELTERS	6	50	-44
N450 REPACK VERTICAL DISPLAY BOARDS	6	50	-44
N456 UNPACK SHELTERS	6	50	-44
N457 UNPACK VERTICAL DISPLAY BOARDS	6	50	-44
G326 DISPLAY MISSION DATA	13	50	-37

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27650 PERSONNEL

TASK	PERCENT PERFORMING
L418 CLEAN OPERATIONS ROOMS OR EQUIPMENT	61
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	58
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	57
F288 PERFORM COMMUNICATIONS CHECKS	53
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION	49
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES	45
E214 INVENTORY CLASSIFIED FILES	44
A19 MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS	43
G337 OBTAIN WEATHER INFORMATION	41
F290 PERFORM CONSOLE SWITCHING ACTIONS	41
F292 PERFORM EQUIPMENT OPERABILITY CHECKS	41
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS	39
G329 DISPLAY WEATHER INFORMATION	37
H358 STUDY RADIO OR TELEPHONE (RT) PROCEDURES	37
G319 CONVERT COORDINATES TO GEOGRAPHICAL REFERENCES (GEOREFs) OR VICE VERSA	36

TABLE 15

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27630A AND 27650 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27630A (N=3)	DAFSC 27650 (N=1,375)	DIFFERENCE
F289 PERFORM COMPUTER START-OVER PROCEDURES	67	17	+50
E209 DECODE MESSAGES	67	33	+34
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA	67	34	+33
P497 PREPARE UNKNOWN SUMMARIES	33	3	+30
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	0	57	-57
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES	0	45	-45
A19 MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS	0	43	-43
G337 OBTAIN WEATHER INFORMATION	0	41	-41
G329 DISPLAY WEATHER INFORMATION	0	37	-37
H358 STUDY RADIO OR TELEPHONE (RT) PROCEDURES	0	37	-37
G319 CONVERT COORDINATES TO GEOGRAPHICAL REFERENCES (GEOREFs) OR VICE VERSA	0	36	-36
E209 DECODE MESSAGES	0	36	-36
I359 DETERMINE FLIGHT SIZES	0	34	-34
B55 BRIEF VISITORS ON UNIT OR SYSTEMS OPERATIONS	0	32	-32
G317 ASSIGN NUMBERS AND AMPLIFY DATA TO TRACKS	0	31	-31

TABLE 16

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27630B AND 27650 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27630B (N=16)	DAFSC 27650 (N=1,375)	DIFFERENCE
F289 PERFORM COMPUTER START-OVER PROCEDURES	44	17	+27
G334 MAINTAIN CONTINUITY OF TRACKS	56	32	+24
B55 BRIEF VISITORS ON UNIT OR SYSTEMS OPERATIONS	0	32	-32
F288 PERFORM COMMUNICATIONS CHECKS	25	53	-28
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	31	57	-26
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION	25	49	-24
G319 CONVERT COORDINATES TO GEOGRAPHICAL REFERENCES (GEOREFs) OR VICE VERSA	13	36	-23
F281 MONITOR DAILY FLYING MISSIONS	6	29	-23
J386 COORDINATE HANDOVERS WITH OTHER AGENCIES	0	23	-23
B105 MAINTAIN CONTROL OF UNCLASSIFIED DOCUMENTS	0	22	-22
A39 PREPARE BRIEFINGS	0	22	-22
G328 DISPLAY THREAT AND WARNING INFORMATION	0	21	-21
B100 INDOCTRINATE NEWLY ASSIGNED PERSONNEL	0	21	-21
J385 COORDINATE AIRCRAFT RECOVERIES WITH OTHER AGENCIES	0	21	-21
G335 MAINTAIN WEAPONS STATUS BOARDS	0	21	-21

TABLE 17

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27630C AND 27650 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27630C (N=6)	DAFSC 27650 (N=1,375)	DIFFERENCE
G318 CONSTRUCT PLOTTING BOARDS	67	16	+51
N447 REACCOMPLISH DISPLAY BOARDS TO REFLECT AREAS OF OPERATION	50	11	+39
G338 PERFORM TELLING AND RECORDING FUNCTIONS	67	29	+38
N450 REPACK VERTICAL DISPLAY BOARDS	50	14	+36
N457 UNPACK VERTICAL DISPLAY BOARDS	50	15	+35
G334 MAINTAIN CONTINUITY OF TRACKS	67	32	+35
N456 UNPACK SHELTERS	50	17	+33
N449 REPACK SHELTERS	50	17	+33
N440 ERECT SHELTERS	50	19	+31
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES	0	45	-45
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	17	58	-41
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	17	57	-40
I359 DETERMINE FLIGHT SIZES	0	34	-34
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION	17	49	-32
B55 BRIEF VISITORS ON UNIT OR SYSTEMS OPERATIONS	0	32	-32

TABLE 14

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27650 PERSONNEL

TASK	PERCENT PERFORMING
L418 CLEAN OPERATIONS ROOMS OR EQUIPMENT	61
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	58
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	57
F288 PERFORM COMMUNICATIONS CHECKS	53
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION	49
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR POROCEDURES	45
E214 INVENTORY CLASSIFIED FILES	44
A19 MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS	43
G337 OBTAIN WEATHER INFORMATION	41
F290 PERFORM CONSOLE SWITCHING ACTIONS	41
F292 PERFORM EQUIPMENT OPERABILITY CHECKS	41
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS	39
G329 DISPLAY WEATHER INFORMATION	37
H358 STUDY RADIO OR TELEPHONE (RT) PROCEDURES	37
G319 CONVERT COORDINATES TO GEOGRAPHICAL REFERENCES (GEOREFs) OR VICE VERSA	36

TABLE 15

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27630A AND 27650 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27630A (N=3)	DAFSC 27650 (N=1,375)	DIFFERENCE
F289 PERFORM COMPUTER START-OVER PROCEDURES	67	17	+50
E209 DECODE MESSAGES	67	33	+34
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA	67	34	+33
P497 PREPARE UNKNOWN SUMMARIES	33	3	+30
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	0	57	-57
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES	0	45	-45
A19 MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS	0	43	-43
G337 OBTAIN WEATHER INFORMATION	0	41	-41
G329 DISPLAY WEATHER INFORMATION	0	37	-37
H358 STUDY RADIO OR TELEPHONE (RT) PROCEDURES	0	37	-37
G319 CONVERT COORDINATES TO GEOGRAPHICAL REFERENCES (GEOREFs) OR VICE VERSA	0	36	-36
E209 DECODE MESSAGES	0	36	-36
I359 DETERMINE FLIGHT SIZES	0	34	-34
B55 BRIEF VISITORS ON UNIT OR SYSTEMS OPERATIONS	0	32	-32
G317 ASSIGN NUMBERS AND AMPLIFY DATA TO TRACKS	0	31	-31

TABLE 16

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27630B AND 27650 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27630B (N=16)	DAFSC 27650 (N=1,375)	DIFFERENCE
F289 PERFORM COMPUTER START-OVER PROCEDURES	44	17	+27
G334 MAINTAIN CONTINUITY OF TRACKS	56	32	+24
B55 BRIEF VISITORS ON UNIT OR SYSTEMS OPERATIONS	0	32	-32
F288 PERFORM COMMUNICATIONS CHECKS	25	53	-28
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	31	57	-26
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION	25	49	-24
G319 CONVERT COORDINATES TO GEOGRAPHICAL REFERENCES (GEOREFs) OR VICE VERSA	13	36	-23
F281 MONITOR DAILY FLYING MISSIONS	6	29	-23
J386 COORDINATE HANDOVERS WITH OTHER AGENCIES	0	23	-23
B105 MAINTAIN CONTROL OF UNCLASSIFIED DOCUMENTS	0	22	-22
A39 PREPARE BRIEFINGS	0	22	-22
G328 DISPLAY THREAT AND WARNING INFORMATION	0	21	-21
B100 INDOCTRINATE NEWLY ASSIGNED PERSONNEL	0	21	-21
J385 COORDINATE AIRCRAFT RECOVERIES WITH OTHER AGENCIES	0	21	-21
G335 MAINTAIN WEAPONS STATUS BOARDS	0	21	-21

TABLE 17

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27630C AND 27650 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27630C (N=6)	DAFSC 27650 (N=1,375)	DIFFERENCE
G318 CONSTRUCT PLOTTING BOARDS	67	16	+51
N447 REACCOMPLISH DISPLAY BOARDS TO REFLECT AREAS OF OPERATION	50	11	+39
G338 PERFORM TELLING AND RECORDING FUNCTIONS	67	29	+38
N450 REPACK VERTICAL DISPLAY BOARDS	50	14	+36
N457 UNPACK VERTICAL DISPLAY BOARDS	50	15	+35
G334 MAINTAIN CONTINUITY OF TRACKS	67	32	+35
N456 UNPACK SHELTERS	50	17	+33
N449 REPACK SHELTERS	50	17	+33
N440 ERECT SHELTERS	50	19	+31
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES	0	45	-45
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	17	58	-41
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	17	57	-40
I359 DETERMINE FLIGHT SIZES	0	34	-34
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION	17	49	-32
B55 BRIEF VISITORS ON UNIT OR SYSTEMS OPERATIONS	0	32	-32

TABLE 18

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27670 PERSONNEL

TASK	PERCENT PERFORMING
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS	62
C126 EVALUATE AIRMEN PERFORMANCE	57
F288 PERFORM COMMUNICATIONS CHECKS	55
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	55
C155 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	54
E214 INVENTORY CLASSIFIED FILES	53
B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)	51
E209 DECODE MESSAGES	49
B59 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	48
A19 MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS	48
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION	47
B104 MAINTAIN CONTROL OF CLASSIFIED DOCUMENTS	47
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	47
B55 BRIEF VISITORS ON UNIT OR SYSTEMS OPERATIONS	46
A38 PREPARE BRIEFING AIDS, SUCH AS CHARTS OR SLIDES	46

TABLE 19

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27650 AND 27670 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27650 (N=1,375)	DAFSC 27670 (N=782)	DIFFERENCE
L418 CLEAN OPERATIONS ROOMS OR EQUIPMENT	61	33	+28
C126 EVALUATE AIRMEN PERFORMANCE	21	57	-36
C155 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	19	54	-35
B59 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	16	48	-32
B93 DRAFT CORRESPONDENCE	8	35	-27
B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)	25	51	-26
A47 SCHEDULE LEAVES OR PASSES	9	33	-24
B101 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	13	37	-24
C158 VERIFY OPERATIONAL READINESS STATUS OF PERSONNEL	61	37	-24
D201 REVIEW INDIVIDUAL TRAINING PROGRESS	20	44	-24
B100 INDOCTRINATE NEWLY ASSIGNED PERSONNEL	21	45	-24
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS	39	62	-23
A9 DETERMINE WORK PRIORITIES	18	41	-23
B112 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS TECHNICIANS (AFSC 27670)	5	27	-22
A3 ASSIGN PERSONNEL TO DUTY POSITIONS	18	40	-22

TABLE 20

COMPARISON OF PERCENT TIME SPENT ON DUTIES BY
AEROSPACE CONTROL AND WARNING SYSTEMS PERSONNEL (276X0) AND ELECTRONIC
WARFARE COUNTERMEASURES PERSONNEL (276X1)

DUTIES	AFSC 276X0 (N=2,258)	AFSC 276X1 (N=199)
<u>MANAGEMENT, SUPERVISION AND ADMINISTRATIVE:</u>		
A ORGANIZING AND PLANNING	9	7
B DIRECTING AND IMPLEMENTING	11	13
C EVALUATING	5	6
D TRAINING	9	10
E PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	<u>8</u>	<u>6</u>
TOTAL	42	42
<u>TECHNICAL AC&W AND ECCM FUNCTIONS:</u>		
F PERFORMING GENERAL OPERATIONS FUNCTIONS	15	18
G PERFORMING PLOTTING AND TRACKING FUNCTIONS	11	5
H PERFORMING MOVEMENT IDENTIFICATION FUNCTIONS	5	1
I PROCESSING HEIGHT INFORMATION	5	5
J PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	5	1
K OPERATING MANUAL DATA INPUT EQUIPMENT	1	*
L PERFORMING DAILY OR SHIFT CHECKS	5	5
M PERFORMING QUALITY CONTROL PROCEDURES	1	3
N PERFORMING MOBILE OPERATIONS	5	1
O PERFORMING CONTROL COMPUTER AND DISPLAY FACILITIES FUNCTIONS	1	*
P PERFORMING SPACE TRACK FUNCTIONS	1	*
Q PERFORMING SEA LAUNCHED BALLISTIC MISSILE SYSTEM FUNCTIONS	1	*
R PERFORMING OTHER SPACE CONTROL FUNCTIONS	1	*
S PERFORMING ANTI-JAMMING OPERATOR FUNCTIONS AND CHECKS	*	2
T PERFORMING ELECTRONIC WARFARE COUNTER- COUNTERMEASURES (ECCM)	<u>1</u>	<u>17</u>
TOTAL	58	58

* INDICATES LESS THAN ONE PERCENT

TABLE 21

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 276X0 AND 276X1 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASK	DAFSC 276X0 (N=2,258)	DAFSC 276X1 (N=199)	DIFFERENCE
T606 EVALUATE QUALITY OF PROCESSED DATA AFTER APPLYING ECM FIXES	4	80	-76
T610 MAKE OR RECOMMEND ECM CIRCUIT SELECTIONS	3	78	-75
T602 CONTROL QUALITY OR QUANTITY OF DATA INPUTS OR OUTPUTS	3	73	-70
T621 RECORD EQUIPMENT PERFORMANCE IN AJO OR DQM LOGS	5	75	-70
T614 MONITOR RADAR INPUTS COUNTERMEASURES OFFICER CONFERENCE LOOPS	3	73	-70
T601 ANALYZE OR IDENTIFY TYPES OF JAMMING USING AJ INDICATORS, PPIs, OR HIRs	7	75	-68
T611 MAKE ORAL OR WRITTEN REPORTS ON JAMMING OR UNIDENTIFIED INTERFERENCES	10	78	-68
T600 ANALYZE INTERFERENCE RECEPTIONS	7	75	-68
L421 PERFORM DATA QUALITY MONITOR (DQM) FUNCTIONS	7	75	-68
T623 STUDY REPORTS ON ELECTRONIC WARFARE CAPABILITIES OF OTHER COUNTRIES	5	73	-68
T617 PROVIDE AIRCRAFT CONTROL AND WARNING PERSONNEL WITH BEST USABLE DISPLAYS	4	71	-67
B66 DIRECT ELECTRONIC COUNTER-COUNTERMEASURES (ECCM)	5	72	-67
T608 IDENTIFY TYPE, POSITION, OR INTENSITY OF MECHANICAL JAMMING	12	78	-66
T607 IDENTIFY TYPE, POSITION, OR INTENSITY OF ELECTRONIC JAMMING	14	80	-66
T609 MAKE OPERATOR ADJUSTMENTS ON ECCM EQUIPMENT	7	69	-62

TABLE 22

REPRESENTATIVE TASKS PERFORMED BY DAFSC 27692 PERSONNEL

TASK	PERCENT PERFORMING
B93 DRAFT CORRESPONDENCE	78
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS	77
A9 DETERMINE WORK PRIORITIES	75
B59 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS	73
B55 BRIEF VISITORS ON UNIT OR SYSTEMS OPERATIONS	73
B100 INDOCTRINATE NEWLY ASSIGNED PERSONNEL	70
A14 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR STANDING OPERATING PROCEDURES (SOP)	70
C155 PREPARE AIRMAN PERFORMANCE REPORTS (APR)	70
A47 SCHEDULE LEAVES OR PASSES	69
C126 EVALUATE AIRMEN PERFORMANCE	68
B101 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES	65
A17 ESTABLISH WORK PRIORITIES	64
A3 ASSIGN PERSONNEL TO DUTY POSITIONS	64
B57 CONDUCT MEETINGS OR BRIEFINGS	64
A8 DETERMINE PERSONNEL, SPACE, EQUIPMENT, OR SUPPLIES REQUIREMENTS	64

TABLE 23

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27670 AND 27692 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27670 (N=782)	DAFSC 27692 (N=162)	DIFFERENCE
F288 PERFORM COMMUNICATIONS CHECKS	55	28	+27
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	55	28	+27
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	47	20	+27
L418 CLEAN OPERATIONS ROOMS OR EQUIPMENT	33	8	+25
G337 OBTAIN WEATHER INFORMATION	33	10	+23
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION	47	24	+23
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES	46	26	+20
B61 DIRECT ADMINISTRATIVE FUNCTIONS	15	53	-38
A8 DETERMINE PERSONNEL, SPACE, EQUIPMENT, OR SUPPLIES REQUIREMENTS	27	64	-37
B112 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS TECHNICIANS (AFSC 27670)	27	64	-37
A47 SCHEDULE LEAVES OR PASSES	33	69	-36
B117 SUPERVISE PERSONNEL WITH AFSCs OTHER THAN 276X0 OR 276X1	13	48	-35
A9 DETERMINE WORK PRIORITIES	41	75	-34
A41 PREPARE RECOMMENDATIONS FOR CHANGES IN PUBLICATIONS	20	53	-33
A5 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	17	49	-32

TABLE 24

TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN 27671 AND 27692 PERSONNEL
(PERCENT MEMBERS PERFORMING)

TASKS	DAFSC 27671 (N=131)	DAFSC 71692 (N=162)	DIFFERENCE
T606 EVALUATE QUALITY OF PROCESSED DATA AFTER APPLYING ECM FIXES	78	5	+73
T621 RECORD EQUIPMENT PERFORMANCE IN AJO OR DQM LOGS	76	3	+73
T607 IDENTIFY TYPE, POSITION, OR INTENSITY OF ELECTRONIC JAMMING	79	7	+72
T601 ANALYZE OF IDENTIFY TYPES OF JAMMING USING AJ INDICATORS, PPIs, OR HIRs	76	5	+71
T600 ANALYZE INTERFERENCE RECEPTIONS	75	4	+71
T610 MAKE OR RECOMMEND ECM CIRCUIT SELECTIONS	75	5	+70
T608 IDENTIFY TYPE, POSITION, OR INTENSITY OF MECHANICAL JAMMING	77	7	+70
T611 MAKE ORAL OR WRITTEN REPORTS ON JAMMING OR UNIDENTIFIED INTERFERENCE	77	7	+70
T623 STUDY REPORTS ON ELECTRONIC WARFARE CAPABILITIES	76	7	+69
L421 PERFORM DATA QUALITY MONITOR (DQM) FUNCTIONS	71	2	+69
T612 MAKE SCOPE ADJUSTMENTS TO MINIMIZE EFFECTS OF ECM	72	4	+68
T614 MONITOR RADAR INPUTS COUNTERMEASURES OFFICER CONFERENCE LOOPS	71	3	+68
B66 DIRECT ELECTRONIC COUNTER-COUNTERMEASURES (ECCM)	74	6	+68
T602 CONTROL QUALITY OR QUANTITY OF DATA INPUTS OR OUTPUTS	71	4	+67
T617 PROVIDE AIRCRAFT CONTROL AND WARNING PERSONNEL WITH BEST USABLE DISPLAYS	69	2	+67

ANALYSIS OF AFMS/TICF GROUPS

Utilization patterns for survey respondents in various AFMS/TICF groups were reviewed to determine differences in tasks performed. No major deviations from the expected pattern of supervision-related tasks and increasing with time in service or time in the career field were noted. As expected, individuals with less time in service or the career field spent more time on technically oriented duties. In general, the job differences between AFMS and TICF groups are similar to those noted for DAFSC groups. However, where the differences in tasks performed associated with skill groups tend to be larger and generally exclusive between skill levels, the job differences between enlistment groups are normally more moderate and reflect a greater degree of overlap between technical and supervisory tasks performed by personnel of AFMS/TICF groups having successively increased experience.

Through the first enlistment, the 276X0 incumbents tend to perform a larger number of more technical tasks than do 276X1 personnel. This is indicative of the more specialized nature of the 276X1 duties which are concentrated in performing electronic warfare counter-countermeasures tasks to the exclusion of several other duty areas (see Tables 25 and 26).

First enlistment personnel appear in all the major job groups and represent nearly a fourth of all personnel assigned to the career field. In five of the major clusters, first enlistment incumbents made up more than 50 percent of the assigned members. Similar to the DAFSC groups, AFMS/TICF groups display the common thread which closely ties the 276X0 and 276X1 personnel together, that is Duty F, Performing General Operations functions.

Tables 27 and 28 list representative tasks performed by first job respondents (6-24 months AFMS/TICF).

TABLE 25

PERCENT TIME SPENT PERFORMING DUTIES BY AFMS GROUPS (276X0)

DUTIES	MONTHS AFMS						
	6-24 (N=15)	25-48 (N=5)	49-96 (N=549)	97-144 (N=383)	145-192 (N=223)	193-240 (N=190)	241+ (N=125)
MANAGEMENT, SUPERVISION, AND ADMINISTRATION:							
A ORGANIZING AND PLANNING	5	1	8	11	13	14	17
B DIRECTING AND IMPLEMENTING	9	2	9	13	15	18	21
C EVALUATING	2	*	5	7	9	11	11
D TRAINING	4	*	9	11	12	14	13
E PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	6	7	7	8	9	10	10
TOTAL	26	10	38	50	58	67	72
TECHNICAL AC&W AND ECM FUNCTIONS:							
F PERFORMING GENERAL OPERATIONS FUNCTIONS	17	18	15	14	14	11	11
G PERFORMING PLOTTING AND TRACKING FUNCTIONS	26	14	12	9	7	6	5
H PERFORMING MOVEMENT IDENTIFICATION FUNCTIONS	7	1	5	4	3	2	1
I PROCESSING HEIGHT INFORMATION	4	29	6	3	2	2	1
J PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	1	2	6	4	4	3	3
K OPERATING MANUAL DATA INPUT EQUIPMENT	2	*	1	1	*	*	*
L PERFORMING DAILY OR SHIFT CHECKS	6	7	6	4	3	2	2
M PERFORMING QUALITY CONTROL PROCEDURES	*	5	1	1	1	1	1
N PERFORMING MOBILE OPERATIONS	7	7	5	5	3	2	2
O PERFORMING CONTROL COMPUTER AND DISPLAY FACILITIES FUNCTIONS	*	*	1	1	1	1	*
P PERFORMING SPACE TRACK FUNCTIONS	*	*	1	1	1	1	*
Q PERFORMING SEA LAUNCHED BALLISTIC MISSILE SYSTEM FUNCTIONS	2	*	1	1	1	*	1
R PERFORMING OTHER SPACE CONTROL FUNCTIONS	*	*	1	1	1	1	*
S PERFORMING ANTI-JAMMING OPERATOR FUNCTIONS AND CHECKS	*	2	*	*	*	*	*
T PERFORMING ELECTRONIC WARFARE COUNTER-COUNTERMEASURES (ECCM)	2	5	1	1	1	1	1
TOTAL	74	90	62	50	42	33	28

INDICATES LESS THAN ONE PERCENT

TABLE 26

PERCENT TIME SPENT PERFORMING DUTIES BY TICF GROUPS (276X1)

DUTIES	MONTHS TIME IN CAREER FIELD						
	6-24 (N=41)	25-48 (N=43)	49-96 (N=38)	97-144 (N=27)	145-192 (N=23)	193-240 (N=21)	241+ (N=13)
<u>MANAGEMENT, SUPERVISION, AND ADMINISTRATION:</u>							
A ORGANIZING AND PLANNING	4	4	7	8	9	8	12
B DIRECTING AND IMPLEMENTING	9	11	14	14	15	17	21
C EVALUATING	3	3	7	7	6	10	13
D TRAINING	8	6	13	10	14	9	13
E PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	5	5	6	6	6	7	7
TOTAL	29	29	47	45	50	51	66
<u>TECHNICAL AC&W AND ECCM FUNCTIONS:</u>							
F PERFORMING GENERAL OPERATIONS FUNCTIONS	23	24	16	13	13	15	13
G PERFORMING PLOTTING AND TRACKING FUNCTIONS	5	5	4	6	5	5	4
H PERFORMING MOVEMENT IDENTIFICATION FUNCTIONS	1	3	*	1	1	*	*
I PROCESSING HEIGHT INFORMATION	6	6	4	7	6	4	2
J PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	1	2	1	2	1	1	1
K OPERATING MANUAL DATA INPUT EQUIPMENT	1	*	*	*	*	*	*
L PERFORMING DAILY OR SHIFT CHECKS	7	6	4	5	4	4	2
M PERFORMING QUALITY CONTROL PROCEDURES	3	3	3	2	2	2	1
N PERFORMING MOBILE OPERATIONS	*	1	2	1	*	1	*
O PERFORMING CONTROL COMPUTER AND DISPLAY FACILITIES FUNCTIONS	*	*	*	*	*	*	*
P PERFORMING SPACE TRACK FUNCTIONS	*	*	*	*	*	*	*
Q PERFORMING SEA LAUNCHED BALLISTIC MISSILE SYSTEM FUNCTIONS	*	*	*	*	*	*	*
R PERFORMING OTHER SPACE CONTROL FUNCTIONS	*	*	*	*	*	*	*
S PERFORMING ANTI-JAMMING OPERATOR FUNCTIONS AND CHECKS	3	2	2	3	2	2	1
T PERFORMING ELECTRONIC WARFARE COUNTER-COUNTERMEASURES (ECCM)	21	19	17	15	16	15	10
TOTAL	71	71	53	55	50	49	34

* INDICATES LESS THAN ONE PERCENT

TABLE 27

REPRESENTATIVE TASKS PERFORMED BY 276X0 PERSONNEL
IN THEIR FIRST JOB ASSIGNMENT (6-24 MONTHS)

TASK	PERCENT MEMBERS PERFORMING
G334 MAINTAIN CONTINUITY OF TRACKS	67
F290 PERFORM CONSOLE SWITCHING ACTIONS	60
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA	53
L418 CLEAN OPERATIONS ROOMS OR EQUIPMENT	53
G346 TAKE CORRECTIVE ACTIONS ON ALARM CONDITIONS	47
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	47
F288 PERFORM COMMUNICATIONS CHECKS	47
G344 REPORT POSITION, TYPE, OR INTENSITY OF JAMMINGS	40
E215 INVENTORY UNCLASSIFIED FILES	33
F292 PERFORM EQUIPMENT OPERABILITY CHECKS	33
H358 STUDY RADIO OR TELEPHONE (RT) PROCEDURES	33
G336 MONITOR OR ASSIST IN PASSIVE TRACKING ACTIVITIES	27
G325 DETERMINE POSITION, TYPE, OR INTENSITY OF JAMMING	27
B61 DIRECT ADMINISTRATIVE FUNCTIONS	20
D206 SIMULATE TARGETS	20

TABLE 28

REPRESENTATIVE TASKS PERFORMED BY 276X1 PERSONNEL
IN THEIR FIRST JOB ASSIGNMENT (6-24 MONTHS)

TASK	PERCENT MEMBERS PERFORMING
T611 MAKE ORAL OR WRITTEN REPORTS ON JAMMING OR UNIDENTIFIED INTERFERENCES	83
T608 IDENTIFY TYPE, POSITION, OR INTENSITY OF MECHANICAL JAMMING	81
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE	80
T606 EVALUATE QUALITY OF PROCESSED DATA AFTER APPLYING ECM FIXES	80
T607 IDENTIFY TYPE, POSITION, OR INTENSITY OF ELECTRONIC JAMMING	80
T617 PROVIDE AIRCRAFT CONTROL AND WARNING PERSONNEL WITH BEST USABLE DISPLAYS	78
L421 PERFORM DATA QUALITY MONITOR (DQM) FUNCTIONS	78
T602 CONTROL QUALITY OR QUANTITY OF DATA INPUTS OR OUTPUTS	76
D205 SIMULATE ELECTRONIC COUNTERMEASURE ACTIONS (ECM)	76
L422 PERFORM SYSTEMS CHECKS	76
T621 RECORD EQUIPMENT PERFORMANCE IN AJO OR DQM LOGS	73
E214 INVENTORY CLASSIFIED FILES	73
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS	73
T614 MONITOR RADAR INPUTS COUNTERMEASURES OFFICER CONFERENCE LOOPS	71
F291 PERFORM DATA REDUCTION FUNCTIONS	66

ANALYSIS OF TASK DIFFICULTY

From a listing of personnel identified for AFSC 276X0/X1 job survey, airmen primarily holding the 7-skill level from various locations and commands were selected to rate task difficulty. Tasks were rated on a nine-point scale from extremely low to extremely high difficulty. Difficulty is defined as the length of time it takes an average career ladder member to learn to do the task. Interrater reliability (as assessed through components of variance of standardized group means) among 63 raters was .94. Ratings were adjusted so that tasks of average difficulty have ratings of 5.00.

A listing of the 15 most difficult tasks which were performed by 276X0/X1 personnel appears in Table 29. Performing various supervisory tasks and performing other space control functions, particularly the analysis tasks, are rated above average in difficulty.

Table 30 presents tasks rated near average in difficulty. Eight of these 15 tasks were in Duty F and Duty O, performing general operations and performing control computer and display facilities functions.

On the other hand, performing plotting and tracking functions and processing height information are rated well below average in difficulty (see Table 31).

Job Difficulty Index (JDI)

In addition to reviewing the relative difficulty of tasks, it is useful to examine the relative difficulty of jobs. To obtain a relative Job Difficulty Index (JDI), the task difficulty ratings for tasks performed and the time spent on those tasks by specified job groups were entered into a statistically reliable formula which predicts overall job difficulty. The resultant JDIs provide a relative measure of how jobs vary in difficulty when compared to other jobs identified in the sample. The index ranks jobs on a scale of one (for very easy jobs) to 25 (for very difficult jobs). The indices are then adjusted so that the average JDI is 13.00. Individual JDIs were computed for the major job groups identified in the CAREER LADDER STRUCTURE section of this report. These JDIs are listed in Table 32.

Within the 276X0/X1 survey sample, plotting and tracking personnel performed the jobs rated least difficult, while radar operators performed jobs rated well above average in difficulty. This great variance is probably related to the average number of tasks performed. Radar Operators performed an average of 260 tasks, while plotting and tracking personnel only perform an average of 17 tasks.

Managerial and supervisory jobs are mostly above average in terms of predicted job difficulty (JDI). It should be noted that all of these NCO jobs have higher Average Task Difficulty Per Unit Time Spent (ATDPUTS) which indicates that they are performing more of the difficult tasks.

TABLE 29

MOST DIFFICULT TASKS PERFORMED BY 276X0/X1 PERSONNEL

TASK	TASK DIFFICULTY INDEX
C130 EVALUATE COMPUTER PROGRAMS	7.37
R529 COMPUTE ORBITAL PARAMETERS	7.19
A27 PLAN OPERATIONAL EXERCISES	7.14
B110 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS SUPERINTENDENTS (AFSC 27692)	7.13
F251 CONDUCT OPERATIONAL ANALYSIS OF NEW AEROSPACE CONTROL AND WARNING COMPUTER PROGRAMS	7.04
R525 ANALYZE PREDICTED VERSUS OBSERVED SATELLITE ORBITAL POSITIONS	6.97
A6 COLLECT DATA FOR ESTABLISHING ORDER OF AIR BATTLES OR SPACE ENVIRONMENT ENGAGEMENTS	6.91
R526 ANALYZE SATELLITE TRAJECTORIES	6.91
D176 DEVELOP COURSE CURRICULUM, PLANS OF INSTRUCTION (POI), OR SPECIALTY TRAINING STANDARDS (STS)	6.89
C128 EVALUATE BUDGETING AND FINANCIAL REQUIREMENTS	6.71
P481 INTERPRET RADAR PENETRATIONS WHICH MATCH HIGH PRIORITY PARAMETERS	6.69
R524 ANALYZE FOREIGN LAUNCH DATA	6.69
D177 DEVELOP JOB PROFICIENCY GUIDES (JPG)	6.66
B92 DRAFT BUDGET OR FINANCIAL REQUIREMENTS	6.65
D198 PREPARE TRAINING PUBLICATIONS	6.63

TABLE 30

AVERAGE DIFFICULTY TASKS PERFORMED BY 276X0/X1 PERSONNEL

TASK	TASK DIFFICULTY INDEX
A17 ESTABLISH WORK PRIORITIES	5.06
Q517 TRACK SLBMs	5.05
F305 PROVIDE INFORMATION FOR MISSION PREPLANNING	5.03
Q508 INSERT BLANKING	5.02
0463 MAINTAIN CURRENCY OF BMEWS OR SEA LAUNCHED BALLISTIC MISSILE (SLBM) EQUIPMENT STATUS PANELS	5.02
E208 COMPILE INFORMATION FOR OPERATIONAL REPORTS	5.01
0471 MONITOR SITE, SYSTEM, OR NORAD CONFIDENCE REPORTING	5.00
F294 PERFORM SYSTEM READINESS TEST EXERCISES	5.00
0470 MONITOR DATA LINK OR TELETYPE INPUTS FROM BMEWS OR SLBM	4.99
A9 DETERMINE WORK PRIORITIES	4.99
0464 MAINTAIN SLBM LAUNCH THREAT BOARDS	4.99
F291 PERFORM DATA REDUCTION FUNCTIONS	4.99
T603 COORDINATE REQUESTS FOR IN-FLIGHT ECM CLEARANCES WITH APPROVING AGENCIES	4.99
F297 PREPARE MAPS OR CHARTS OF SECTORS	4.98
B118 SUPERVISE PREPARATION OF MAINTENANCE RECORDS OR REPORTS	4.98

TABLE 31

LEAST DIFFICULT TASKS PERFORMED BY 276X0/X1 PERSONNEL

TASK	TASK DIFFICULTY INDEX
I375 REPORT TOPS OR BOTTOMS OF CLOUD FORMATIONS	2.94
G331 DISSEMINATE WEATHER INFORMATION	2.93
G335 MAINTAIN WEAPONS STATUS BOARDS	2.91
D207 VERIFY PERSONNEL ARE ENROLLED IN CDC	2.91
I374 REPORT TARGET HEIGHTS	2.91
L424 REPLACE TAPES ON TELETYPE WRITERS	2.89
G329 DISPLAY WEATHER INFORMATION	2.83
D160 ADMINISTER OR SCORE TESTS	2.74
F288 PERFORM COMMUNICATIONS CHECKS	2.67
E220 OPERATE DISPATCH TRUCKS	2.63
I371 REPORT HEIGHT INFORMATION TO PLOTTERS	2.61
I365 INSERT HEIGHTS	2.48
G317 ASSIGN NUMBERS AND AMPLIFY DATA TO TRACKS	2.44
L418 CLEAN OPERATIONS ROOMS OR EQUIPMENT	1.84
A5 ASSIGN SPONSORS FOR NEWLY ASSIGNED PERSONNEL	1.84

TABLE 32

JOB DIFFICULTY INDICES AND RELATED DATA BY JOB GROUPS

JOB GROUPS	AVERAGE NUMBER OF TASKS PERFORMED	ATDPUTS*	JDI**	NUMBER IN GROUP
I. MANAGERIAL AND SUPERVISORY PERSONNEL	63	5.0	15.3	152
II. TRAINING AND STANDARDIZATION/EVALUATION PERSONNEL	65	5.0	15.6	154
III. UNIT OPERATIONS TRAINING NCOs	166	4.8	22.3	170
IV. WEAPONS CONTROLLER NCOs	146	4.6	20.0	53
V. DETECTION NCOs	149	5.0	21.7	15
VI. RADAR OPERATIONS NCOs	85	4.6	15.4	15
VII. RADAR OPERATORS	260	4.8	25.0	43
VIII. TAC SURVEILLANCE PERSONNEL	100	4.4	15.8	97
IX. AIR DEFENSE RADAR PERSONNEL	99	4.6	16.3	203
X. AIR SURVEILLANCE AND TRACKING PERSONNEL	51	4.6	12.4	130
XI. HEIGHT RANGE INDICATOR OPERATORS	42	3.9	8.6	129
XII. ACWS MOBILE UNIT PERSONNEL	53	4.2	10.8	265
XIII. AIR DEFENSE SURVEILLANCE PERSONNEL	43	3.9	8.4	143
XIV. WEAPONS CONTROLLER PERSONNEL	55	4.4	11.7	262
XV. MOVEMENT IDENTIFICATION PERSONNEL	40	4.3	10.0	118
XVI. MANUAL DATA INPUTS PERSONNEL	51	4.2	10.4	56
XVII. GENERAL OPERATIONS AND OTHER SPACE CONTROL PERSONNEL	46	4.5	11.2	198
XVIII. AUTOMATED SYSTEMS NCOs	38	5.0	13.1	56
XIX. PLOTTING AND TRACKING PERSONNEL	17	4.1	7.0	135
XX. STAFF LEVEL TRAINING NCOs	24	5.1	12.0	82

* AVERAGE TASK DIFFICULTY PER UNIT TIME SPENT

** JOB DIFFICULTY INDEX (MEAN = 13.0)

COMPARISON OF SURVEY DATA TO AFR 39-1 SPECIALTY DESCRIPTIONS

In conjunction with the analysis of DAFSC groups, a comparison was made between DAFSC group descriptions compiled from survey data and the new specialty descriptions in AFR 39-1 for AFSC 276X0 (31 Oct 79). In light of the deletion of the 276X1 ladder, statements related to duties and responsibilities in performing electronic warfare counter-countermeasures (ECCM) and performing anti-jamming operator functions and checks have been incorporated into the 276X0 ladder specialty descriptions. Similarly the specialty qualifications section also reflects the added qualifications required by the 276X0 incumbent. Because of the common technical tasks shared by the previous two ladders and common technical knowledge, this should present no great difficulty.

In light of the degree of specialization within the rather highly specialized clusters and independent job types identified in the structure analysis, the specialty descriptions necessarily are rather broad and generalized in their scope.

COMPARISON OF THE SPECIALTY TRAINING STANDARD (STS) WITH SURVEY RESULTS

A review of the current 276X0 STS, dated April 1978, was made for the 3-, 5-, and 7-skill levels. Assistance was provided by subject matter specialists at the Keesler Technical Training Center who matched inventory tasks with STS tasks. Each of the STS subparagraphs containing task, knowledge, or performance requirements were compared to the survey results. Subparagraphs containing only general information or subject knowledge proficiency level requirements were not evaluated.

Overall, the STS appears to be up-to-date and complete in providing general training requirements. Most STS subparagraphs were supported by survey data. There are several duty areas in the inventory which are not covered in any detail in the STS. These duty areas, such as performing mobile operations, performing space track functions, or performing sea launched ballistic missile system functions, are rather unique and many of the tasks are best covered by Air Force Form 797, Job Proficiency Guide (JPG) which are developed and completed by field units. A good example of these unique tasks are represented in Duty N, Performing Mobile Operations. Tasks such as construct bunkers or revetment walls, erect shelters, set up camp equipment and unpack radar or communications components are determined by field operational requirements and therefore best administered by local operational units.

The STS for AFSC 276X1 was not annotated by the Technical Training subject matter specialists in light of the phase out of the ladder. However, the STS for the 276X0 ladder adequately covers most of the basic technical skills required for assignment to electronic warfare countermeasures duty, particularly at the 3-skill level first job assignment. In addition, a revised STS is programmed in the near future.

ANALYSIS OF CONUS VERSUS OVERSEAS GROUPS

Comparisons of the tasks performed and background data for DAFSC 27650 respondents assigned to CONUS versus overseas locations were examined. Generally, the tasks performed and time spent performing varied little between CONUS and overseas groups. Overseas personnel spent more time decoding and encoding messages, and performing certain plotting and tracking tasks than did CONUS personnel. Table 33 presents those 14 tasks which best differentiate between CONUS and overseas DAFSC 27650 personnel. There appears to be few substantial differences.

Comparison of background data indicated that overseas respondents averaged more time in the career field (50 months versus 44 months for CONUS respondents) and nearly equal time in service. Average grade for CONUS personnel was 3.9 and for overseas personnel 4.1. The greatest difference was in command assignments with 89 percent of CONUS respondents being assigned to ADCOM or TAC. Seventy-one percent of the overseas respondents were assigned to Alaskan Air Command or USAFE.

The comparison of tasks performed and background data for DAFSC 27671 respondents presented a slightly different picture than did the comparisons for DAFSC 27650 personnel. Overseas DAFSC 27671 respondents performed a lower average number of tasks than did their CONUS counterparts (69 tasks versus 128 tasks). CONUS personnel were more involved in performing general operations functions and electronic warfare counter-countermeasures (ECCM) than were their overseas counterparts. Table 34 presents those 15 tasks which best differentiate between CONUS and overseas DAFSC 27671 groups.

Comparison of background data indicated that CONUS respondents average more time in the career field (121 months versus 115 months) and have a nearly equal average grade (5.8 CONUS versus 5.9 overseas). Ninety-one percent of CONUS respondents were assigned to ADCOM, and 87 percent of the overseas group were assigned to the Alaskan Air Command or USAFE.

In summary, the greatest significant difference was the average number of tasks performed by CONUS and overseas DAFSC 27671 personnel.

TABLE 33

PERCENT TIME SPENT ON TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN
27650 PERSONNEL STATIONED IN CONUS AND OVERSEAS

TASKS	CONUS (N=963)	OVERSEAS (N=430)	DIFFERENCE
E209 DECODE MESSAGES	27	54	-27
F285 OPERATE IDENTIFICATION FRIEND FROM FRIEND OR SELEC- TIVE IDENTIFICATION FEATURE (IFF/SIF) EQUIPMENT	20	45	-25
G329 DISPLAY WEATHER INFORMATION	30	53	-23
G333 INTERROGATE TRACKS	19	41	-22
E210 ENCODE MESSAGES	18	40	-22
G317 ASSIGN NUMBERS AND AMPLIFY DATA TO TRACKS	25	46	-21
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA	29	47	-18
G321 CONVERT COORDINATES TO UNIVERSAL TRANSVERSE MERCATORS (UTMs) OR VICE VERSA	8	25	-17
G319 CONVERT COORDINATES TO GEOGRAPHICAL REFERENCES (GEOREFs) OR VICE VERSA	31	48	-17
G322 COORDINATE ACCEPTANCE OR HANDOVER ACTION FOR AUTOMATIC OR MANUAL LATERAL TELLS	15	32	-17
G334 MAINTAIN CONTINUITY OF TRACKS	28	44	-16
G341 PREPARE MESSAGES	9	33	-16
G328 DISPLAY THREAT AND WARNING INFORMATION	17	33	-16
E214 INVENTORY CLASSIFIED FILES	39	55	-16

TABLE 34

PERCENT TIME SPENT ON TASKS WHICH MOST CLEARLY DISTINGUISH BETWEEN
27671 PERSONNEL STATIONED IN CONUS AND OVERSEAS

TASKS	CONUS (N=109)	OVERSEAS (N=23)	DIFFERENCE
T614 MONITOR RADAR INPUTS COUNTERMEASURES OFFICER CONFERENCE LOOPS	82	13	+69
T615 OPERATE THRESHOLD CONTROL UNIT EQUIPMENT	75	9	+66
F311 SET AUTOMATIC CLUTTER ELIMINATED COMMON DIGITIZERS	70	4	+66
F312 SET CROSSOVER ZONE COMMON DIGITIZERS	68	4	+64
F314 SET MINIMAL RUN-LENGTH ZONES COMMON DIGITIZERS	68	4	+64
T613 MONITOR OR OPERATE DRPs	68	4	+64
T602 CONTROL QUALITY OR QUANTITY OF DATA INPUTS OR OUTPUTS	81	17	+64
F246 CHANGE MAPPED AREAS	65	4	+61
F313 SET MAXIMUM RUN-LENGTH DECRIMINATE IN COMMON DIGITIZERS	65	4	+61
T622 SELECT ALTERNATE CIRCUITS TO RESTORE COMMUNICATION DATA CIRCUITS TO ACCEPTABLE OPERATIONS	64	4	+60
L421 PERFORM DATA QUALITY MONITOR (DQM) FUNCTIONS	80	22	+58
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES	70	13	+57
B64 DIRECT DIAL RESTORATION PANEL (DRP) TRANSITION OF GROUND-TO-AIR COMMUNICATIONS	57	4	+53
E229 SEND TELETYPE MESSAGE	5	48	-43
A1 ACT AS TRAINING ADVISOR AT STAFF LEVEL	6	43	-37

COMPARISON OF CURRENT SURVEY TO 1972 SURVEY

The results of this survey were compared to those of Occupational Survey Report (OSR) AFPT 90-376-074, dated November 1972 and OSR AFPT 90-276-100, dated October 1973. Although the number of groups in these studies varied somewhat, the major job groups discussed in this report are very similar to those reported in previous reports (see Table 35). Job group titles have changed somewhat, but responsibilities are essentially the same.

It is apparent from the comparison of surveys that the specialties have remained very stable over the intervening years. Although the 276X1 incumbents were surveyed separately in October 1973, they appear in the present study predominantly in one cluster, Cluster IX, Air Defense Radar Personnel, being concerned primarily with Electronic Warfare Countermeasures tasks. However, they also appear in another ten of the clusters indicating, as in the previous studies, that in the field they are used interchangeably as necessity dictates. This indicates that the recent action to combine the 276X1 ladder with the much larger 276X0 ladder was a practical decision based upon a common technical background and operational expediency.

Job Satisfaction indicators from the 1972 survey were compared with data from the present survey and are displayed in Table 36. Several interesting trends emerge from this comparison. Job Interest (I consider my job interesting) is about the same in 1979 as in 1972; there are slight increases at the 3- and 5-skill levels and a slight decrease in the percentage who find their job interesting at the 7-skill level. However, there has been a marked increase in the proportion of incumbents who feel that their talents and training are being well utilized (good or better). This trend is consistent across all skill levels. While incumbents in 276X0 specialty still have lower perceived utilizations than many other career fields, there obviously has been a significant improvement between 1972 and 1979.

This improvement is also seen in the proportion of survey respondents who indicate that they plan to reenlist, at least at the 3-, 5-, and 7-skill levels. At the 9-skill level, fewer 1979 incumbents say that they plan to reenlist than was the case in 1972; this may be a function of the increasing number approaching retirement eligibility. The most marked improvement is the number who plan to reenlist among 3-skill level survey respondents; this closely parallels the trend seen in the preceding paragraph for perceived use of talents and training.

TABLE 36
COMPARISON OF JOB SATISFACTION INDICES
FOR 1972 SURVEY AND 1979 SURVEY

<u>AFSC</u>	<u>CONSIDER JOB INTERESTING</u>		<u>BELIEVE UTILIZATION IS GOOD</u>		<u>PLAN TO REENLIST</u>	
	<u>1972 SURVEY</u>	<u>1979 SURVEY</u>	<u>1972 SURVEY</u>	<u>1979 SURVEY</u>	<u>1972 SURVEY</u>	<u>1979 SURVEY</u>
276X0	48%	47%	33%	50%	41%	51%
27630	30%	35%	8%	30%	19%	45%
27650	37%	40%	23%	42%	37%	42%
27670	64%	54%	49%	65%	49%	65%
27692	78%	77%	63%	80%	60%	48%

WRITE-IN COMMENTS

A selected few of the write-in comments received are included below. Generally the write-in comments reflected a low state of morale in the 276X0/X1 career ladders. These comments centered around frustrations stemming from four main areas: 1) meaningless, boring jobs, 2) endless details, 3) NCOs being utilized primarily in additional duties, and 4) inability to get out of the career field.

There was a general consensus among Tactical Air Command personnel that they did little in the way of 276X0 duties and too much maintaining vehicles, erecting tents, building revetments, etc. Some first-termers felt misled because they felt they did little for which they were trained for in technical training.

The over-all perception of first-term personnel was that they were being underutilized or misutilized. Oddly, many wanted remote tours to get away from the "mickey-mouse" chores they perceived in their stateside assignments. Many of the senior personnel expressed frustration that they were not being used in operational duties, but were saddled with additional duties related to other career fields. Some of the career NCOs expressed concern over the poor utilization of the younger airmen.

Some of the comments

"There are too many systems that the 276XX is subject to being assigned to that effective utilization of an individual's training is almost nonexistent. Our career field is composed of the jack-of-all-trades and master of none type of individuals."

"In this TACC we do just about anything except what pertains to the 276X0 career field. Here the primary job is maintenance of vehicles, erect and tear down TSQ 92 and 93 shelters."

"As 276X0 I am useless in a TACC. It is very hard to maintain morale because we don't have a job unless we are TDY on an exercise."

"I think 276X0 is a waste of time in TAC. We don't do what we were trained to do."

"I think the career is a joke and needs to be overhauled."

"A 276X0 job on AWACS airplane is almost totally limited to the tracking function. This Wing could be manned by 27630s and still perform required tasks" (MSgt).

"Awaiting training (for nine months) in AWACs while performing details." "I have not worked in the 276X0 field since being assigned as mobility NCO on 17 Nov 1977."

"Although I have spent 17 year as a 276X0 my present job as an NCOIC Wing mobility is in no way related to my CAFSC or PAFSC. This position should be manned with 661X0 other than 27692."

"The base I'm presently assigned to has a substantial number of people coming from remote assignments to train for an AWACS role. They have to wait for over a year before they enter training. In the meantime they drive 24 and 48 passenger buses."

"I have been to every school associated with the 276X0 and 276X2 career field. My job is now detail pusher. I act as a first sergeant and have as many live intercepts as the top controller in the squadron. You would think I could be better utilized. I certainly have never been more dissatisfied with an assignment."

"Fix trucks or load them, pull details and then work overtime to do our real job."

"I am thoroughly dissatisfied with this career field - I retrained into the 811X0 field, only to be reassigned back to 276X0. I have no desire to stay in the AF due to assignments to the 276X0 career field."

"In this career field I'm an ordinary scope operator and plotter and not too much of that. Much of our time is details - always cleaning and waxing."

"Although I am suppose to maintain proficiency as 27670 all I do are additional duties."

"I am an E-7 working as a security NCO in a TACs. I am a 27670 doing security duties, not ACW. As a career NCO I find the 276X0 career field a waste of my talents. I previously was an electrician."

"If the AF wishes to retain personnel in this career field things must change!" (TAC Systems Training NCO)

"I should not have been forced to crosstrain into this field with over 18 years in the 29373 field."

"I work on a height finder (30 min a day) and make a lot of coffee."

"I am extremely dissatisfied with this career field and have tried unsuccessfully for 6 years to retrain. I intend to get out of the AF at the end of my 12 years of service. I hope you find some way to make this AFSC more rewarding."

"The persons I supervise perform solely as T-4 operators. There is little if any job satisfaction, morale is constantly low and people actually volunteer for Alaska just to leave. As a supervisor I understand why the younger men want to leave. I would suggest the 276X0 slots here be converted to civilian positions" (Tydall or Keesler AFB).

IMPLICATIONS

Job interest and perceived utilization of talents and training for the 276X0/X1 career ladders is generally rather low in comparison to other Air Force specialties. In addition, the many write-in comments from personnel in the field indicate overall morale is not good. However, it is easier to identify a morale problem within a career ladder than it is to isolate the causes of the problem. In the write-in section of this report the four main areas of frustration are identified and briefly discussed along with a sampling of write-in comments.

Generally what this current survey highlights is a highly heterogeneous career ladder structure with a high degree of specialization within the Clusters. This structure is basically what the previous surveys revealed and indicated that the career ladders have remained relatively stable over the interviewing years. The generally low job interest seen in the 1972 study is again reflected in the current study, but there is some improvement in perceived use of talents and training as well as higher interest to reenlist. No specific explanation can be given for these improvements but channelized job training and overall improvements in personnel policies may have had an impact.

There appears to be enough overlap between the 276X0 and 276X1 incumbents identified within the same major job clusters to indicate that the action taken 31 October 1979 to combine the 276X1 ladder with the 276X0 ladder was a reasonable action considering the common training and general background experience of the two groups.

APPENDIX A

GROUP ID NUMBER AND TITLE: GRP135 - MANAGERIAL AND SUPERVISORY PERSONNEL

NUMBER IN GROUP: 152

PERCENT OF SAMPLE: 6%

MAJCOM DISTRIBUTION: AAC (7%), ADCOM (30%), AFSC (5%), ATC (5%), PACAF (8%),
TAC (20%), USAFE (20%), USAFSS (2%), OTHER (3%)

GROUP DIFFERENTIATING TASKS:

TASK

B93 DRAFT CORRESPONDENCE
B59 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
C126 EVALUATE AIRMEN PERFORMANCE
B100 INDOCTRINATE NEWLY ASSIGNED PERSONNEL
A9 DETERMINE WORK PRIORITIES
C155 PREPARE AIRMAN PERFORMANCE REPORTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	32
A ORGANIZING AND PLANNING	27
C EVALUATING	17
E PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	9

GROUP ID NUMBER AND TITLE: GRP179 - TRAINING, STANDARDIZATION, AND EVALUATION
PERSONNEL

NUMBER IN GROUP: 154

PERCENT OF SAMPLE: 6%

MAJCOM DISTRIBUTION: AAC (5%), ADCOM (40%), ATC (13%), AACAF (3%), TAC (24%),
USAFE (12%), OTHER (3%)

GROUP DIFFERENTIATING TASKS:

TASKS

D160 ADMINISTER OR SCORE TESTS
D195 PREPARE TESTS OR TEST ITEMS
D180 DEVELOP TEST QUESTION BANKS
D190 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
C148 EVALUATE TRAINING PROGRAMS
D189 MAINTAIN TEST QUESTION BANKS

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
D TRAINING	31
B DIRECTING AND IMPLEMENTING	18
A ORGANIZING AND PLANNING	14
C EVALUATING	14

GROUP ID NUMBER AND TITLE: GRP201 - TRAINING NCOs

NUMBER IN GROUP: 81

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: AAC (5%), ADCOM (21%), ATC (25%), TAC (31%), USAF (14%),
OTHER (4%)

LOCATION: CONUS (78%), OVERSEAS (22%)

DAFSC DISTRIBUTION: 27630 (1%), 27650 (41%), 27670 (54%), 27692 (1%), 27671 (3%)

AVERAGE GRADE: 5.1

JOB DIFFICULTY INDEX: 14.8

AVERAGE TIME IN CAREER FIELD: 100 MONTHS

AVERAGE TIME IN SERVICE: 123 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 20%

AMOUNT OF SUPERVISION: 1

EXPRESSED JOB INTEREST: DULL (30%), SO-SO (9%), INTERESTING (57%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 66%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 28%
FAIRLY WELL OR BETTER 72%

AVERAGE NUMBER OF TASKS PERFORMED: 62

GROUP DIFFERENTIATING TASKS:

TASKS

D160 ADMINISTER OR SCORE TESTS
D190 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS
D201 REVIEW INDIVIDUAL TRAINING PROGRESS
D195 PREPARE TESTS OR TEST ITEMS
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
A38 PREPARE BRIEFING AIDS, SUCH AS CHARTS OR SLIDES
C158 VERIFY OPERATIONAL READINESS STATUS OF PERSONNEL

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

D	TRAINING	40
B	DIRECTING AND IMPLEMENTING	17
A	ORGANIZING AND PLANNING	11
C	EVALUATING	8

GROUP ID NUMBER AND TITLE: GRP558 - TAC CONTROL TRAINING NCOs

NUMBER IN GROUP: 26 PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: AAC (12%), ADCOM (4%), ATC (4%), PACAF (4%), TAC (61%),
USAF (15%)

LOCATION: CONUS (69%), OVERSEAS (31%)

DAFSC DISTRIBUTION: 27650 (42%), 27670 (50%), 27692 (4%), 27671 (4%)

AVERAGE GRADE: 5.3 JOB DIFFICULTY INDEX: 15.9

AVERAGE TIME IN CAREER FIELD: 102 MONTHS

AVERAGE TIME IN SERVICE; 137 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 12%

AMOUNT OF SUPERVISION: 1

EXPRESSED JOB INTEREST: DULL (42%), SO-SO (8%), INTERESTING (46%),
NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 38%
FAIRLY WELL OR BETTER 58%
NOT REPORTED 4%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 46%
FAIRLY WELL OR BETTER 54%

AVERAGE NUMBER OF TASKS PERFORMED: 75

GROUP DIFFERENTIATING TASKS:

TASKS

D190 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS
D160 ADMINISTER OR SCORE TESTS
D192 PLAN OR SUPERVISE TRAINING PROGRAMS
D166 CONDUCT PROFICIENCY TRAINING
D165 CONDUCT ON-SITE CLASSROOM INSTRUCTION
B78 DIRECT PROFICIENCY TRAINING PROGRAMS
A19 MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR
IDENTIFICATION LOGS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

D	TRAINING	36
B	DIRECTING AND IMPLEMENTING	19
A	ORGANIZING AND PLANNING	10
E	PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	8

GROUP ID NUMBER AND TITLE: GRP749 - ACWS TRAINING NCOs

NUMBER IN GROUP: 11

PERCENT OF SAMPLE: LESS THAN 1%

MAJCOM DISTRIBUTION: ADCOM (27%), AFSC (9%), ATC (9%), TAC (9%), USAFE (36%),
OTHER (10%)

LOCATION: CONUS (55%), OVERSEAS (45%)

DAFSC DISTRIBUTION: 27650 (18%), 27670 (82%)

AVERAGE GRADE: 5.6

JOB DIFFICULTY INDEX: 16.6

AVERAGE TIME IN CAREER FIELD: 133 MONTHS

AVERAGE TIME IN SERVICE: 157 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 4

EXPRESSED JOB INTEREST: DULL (36%), SO-SO (18%), INTERESTING (46%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 36%
FAIRLY WELL OR BETTER 64%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 18%
FAIRLY WELL OR BETTER 82%

AVERAGE NUMBER OF TASKS PERFORMED: 88

GROUP DIFFERENTIATING TASKS:

TASKS

D170 CONDUCT UPGRADE TRAINING
B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)
C166 CONDUCT PROFICIENCY TRAINING
H347 COORDINATE AIRCRAFT CLEARANCES AND ASSOCIATED DATA WITH FAA
H348 COORDINATE FLIGHT MOVEMENTS WITH AIR TRAFFIC REGULATION CENTERS
OR AIRCRAFT MOVEMENT IDENTIFICATION CENTERS
C155 PREPARE AIRMAN PERFORMANCE REPORTS (APRs)
A26 PLAN ON-THE-JOB TRAINING (OJT) PROGRAMS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
D TRAINING	28
B DIRECTING AND IMPLEMENTING	13
A ORGANIZING AND PLANNING	10
C EVALUATING	10

GROUP ID NUMBER AND TITLE: GRP402 - SURVEILLANCE AND TECHNICAL TRAINING NCOs

NUMBER IN GROUP: 31

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: ADCOM (42%), ATC (42%), TAC (13%), USAF (3%)

LOCATIONS: CONUS (94%), OVERSEAS (6%)

DAFSC DISTRIBUTION: 27630 (3%), 27650 (36%), 27670 (58%), 27671 (3%)

AVERAGE GRADE: 5.0

JOB DIFFICULTY INDEX: 14.0

AVERAGE TIME IN CAREER FIELD: 97 MONTHS

AVERAGE TIME IN SERVICE: 199 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 26%

AMOUNT OF SUPERVISION: 1

EXPRESSED JOB INTEREST: DULL (16%), SO-SO (0%), INTERESTING (84%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 81%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 81%

AVERAGE NUMBER OF TASKS PERFORMED: 45

GROUP DIFFERENTIATING TASKS:

TASKS

D194 PREPARE LESSON PLANS
D167 CONDUCT RESIDENT TECHNICAL COURSE INSTRUCTION
C126 EVALUATE AIRMEN PERFORMANCE
D178 DEVELOP PHASE TESTS FOR EVALUATING PROFICIENCY OR UPGRADE TRAINING PROGRESS
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
D176 DEVELOP COURSE CURRICULUM, PLANS OF INSTRUCTION (POI), OR SPECIALTY
TRAINING STANDARDS (STS)
A38 PREPARE BRIEFING AIDS, SUCH AS CHARTS OR SLIDES
B113 SUPERVISE APPRENTICE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS
(AFSC 27630)

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

D	TRAINING	51
B	DIRECTING AND IMPLEMENTING	18
A	ORGANIZING AND PLANNING	12
C	EVALUATING	7

GROUP ID NUMBER AND TITLE: GRP200 - STANDARDIZATION AND EVALUATION NCOs

NUMBER IN GROUP: 73

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: AAC (6%), ADCOM (60%), PACAF (6%), TAC (16%), USAFE (10%), USAFSS (2%)

LOCATION: CONUS (74%), OVERSEAS (26%)

DAFSC DISTRIBUTION: 27650 (15%), 27670 (53%), 27692 (26%), 27671 (4%), OTHER (2%)

AVERAGE GRADE: 6.3

JOB DIFFICULTY INDEX: 16.3

AVERAGE TIME IN CAREER FIELD: 184 MONTHS

AVERAGE TIME IN SERVICE: 199 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 6%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (8%), INTERESTING (75%), NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	18%
	FAIRLY WELL OR BETTER	79%
	NOT REPORTED	3%

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	23%
	FAIRLY WELL OR BETTER	76%
	NOT REPORTED	1%

AVERAGE NUMBER OF TASKS PERFORMED: 68

GROUP DIFFERENTIATING TASKS:

TASKS

C123 CONDUCT STANDARDIZATION/EVALUATION CHECKS
C158 VERIFY OPERATIONAL READINESS STATUS OF PERSONNEL
D180 DEVELOP TEST QUESTION BANKS
D160 ADMINISTER OR SCORE TESTS
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
A41 PREPARE RECOMMENDATIONS FOR CHANGES IN PUBLICATIONS
C125 EVALUATE AIR DEFENSE EXERCISE RESULTS
D187 EVALUATE TRAINING METHODS, TECHNIQUES OR PROGRAMS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

C	EVALUATING	20
D	TRAINING	20
B	DIRECTING AND IMPLEMENTING	18
A	ORGANIZING AND PLANNING	18

A7

GROUP ID NUMBER AND TITLE: GRP311 - STANDARDIZATION AND EVALUATION UNIT NCOs

NUMBER IN GROUP: 17 PERCENT OF SAMPLE: LESS THAN 1%

MAJCOM DISTRIBUTION: AAC (6%), ADCOM (53%), PACAF (12%), TAC (23%), USAFSS (6%)

LOCATION: CONUS (77%), OVERSEAS (23%)

DAFSC DISTRIBUTION: 27650 (41%), 27670 (53%), 27692 (6%)

AVERAGE GRADE: 5.3 JOB DIFFICULTY INDEX: 13.7

AVERAGE TIME IN CAREER FIELD: 126 MONTHS

AVERAGE TIME IN SERVICE: 139 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 24%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (24%), SO-SO (12%), INTERESTING (59%),
NOT REPORTED (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 71%
NOT REPORTED 6%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 29%
FAIRLY WELL OR BETTER 71%

AVERAGE NUMBER OF TASKS PERFORMED: 45

GROUP DIFFERENTIATING TASKS:

TASKS

C158 VERIFY OPERATIONAL READINESS STATUS OF PERSONNEL
C157 VERIFY COMBAT READINESS STATUS OF PERSONNEL
D160 ADMINISTER OR SCORE TESTS
D189 MAINTAIN TEST QUESTION BANKS
C138 EVALUATE OPERATIONAL REPORTS
B104 MAINTAIN CONTROL OF CLASSIFIED DOCUMENTS
A38 PREPARE BRIEFING AIDS, SUCH AS CHARTS OR SLIDES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	26
D TRAINING	20
B DIRECTING AND IMPLEMENTING	16
A ORGANIZING AND PLANNING	12

GROUP ID NUMBER AND TITLE: GRP565 - STANDARDIZATION AND EVALUATION UNIT
SUPERVISORS

NUMBER IN GROUP: 15 PERCENT OF SAMPLE: LESS THAN 1%

MAJCOM DISTRIBUTION: ADCOM (46%), PACAF (7%), TAC (27%), USAF (20%)

LOCATION: CONUS (73%), OVERSEAS (25%), OTHER (2%)

DAFSC DISTRIBUTION: 27650 (13%), 27670 (67%), 27692 (20%)

AVERAGE GRADE: 6.1 JOB DIFFICULTY INDEX: 17.8

AVERAGE TIME IN CAREER FIELD: 163 MONTHS

AVERAGE TIME IN SERVICE: 180 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (0%), INTERESTING (93%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 7%
FAIRLY WELL OR BETTER 93%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

AVERAGE NUMBER OF TASKS PERFORMED: 85

GROUP DIFFERENTIATING TASKS:

TASKS

C158 VERIFY OPERATIONAL READINESS STATUS OF PERSONNEL
C123 CONDUCT STANDARDIZATION/EVALUATION CHECKS
C157 VERIFY COMBAT READINESS STATUS OF PERSONNEL
D180 DEVELOP TEST QUESTION BANKS
D195 PREPARE TESTS OR TEST ITEMS
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
A12 DEVELOP WORK METHODS OR PROCEDURES
A14 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI),
OR STANDING OPERATING PROCEDURES (SOP)

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
C EVALUATING	27
D TRAINING	16
A ORGANIZING AND PLANNING	13
B DIRECTING AND IMPLEMENTING	13

GROUP ID NUMBER AND TITLE: GRP562 - STANDARDIZATION AND EVALUATION HEADQUARTERS NCOs

NUMBER IN GROUP: 17 PERCENT OF SAMPLE: LESS THAN 1%

MAJCOM DISTRIBUTION: AAC (12%), ADCOM (53%), PACAF (6%), TAC (17%), USAF (12%)

LOCATION: CONUS (65%), OVERSEAS (35%)

DAFSC DISTRIBUTION: 27650 (12%), 27670 (53%), 27692 (23%), 27671 (12%)

AVERAGE GRADE: 6.2 JOB DIFFICULTY INDEX: 16.1

AVERAGE TIME IN CAREER FIELD: 193 MONTHS

AVERAGE TIME IN SERVICE: 210 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (17%), INTERESTING (71%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 24%
FAIRLY WELL OR BETTER 76%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 41%
FAIRLY WELL OR BETTER 59%

AVERAGE NUMBER OF TASKS PERFORMED: 58

GROUP DIFFERENTIATING TASKS:

TASKS

C148 EVALUATE TRAINING PROGRAMS
D202 REVISE TRAINING MATERIALS
A1 ACT AS A TRAINING ADVISOR AT STAFF LEVEL
B89 DIRECT TRAINING PROGRAMS
D174 DETERMINE TRAINING REQUIREMENTS
B101 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES
A41 PREPARE RECOMMENDATIONS FOR CHANGES IN PUBLICATIONS
C139 EVALUATE POLICIES, STANDARDS, OR PROGRAMS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
D TRAINING	29
B DIRECTING AND IMPLEMENTING	21
A ORGANIZING AND PLANNING	19
C EVALUATING	17

GROUP ID NUMBER AND TITLE: GRP628 - STANDARDIZATION AND EVALUATION HEADQUARTERS
SUPERVISORS

NUMBER IN GROUP: 15

PERCENT OF SAMPLE: LESS THAN 1%

MAJCOM DISTRIBUTION: ADCOM (80%), AFCS (7%), USAF (13%)

LOCATION: CONUS (80%), OVERSEAS (20%)

DAFSC DISTRIBUTION: 27670 (33%), 27692 (60%), OTHER (7%)

AVERAGE GRADE: 7.4

JOB DIFFICULTY INDEX: 18.8

AVERAGE TIME IN CAREER FIELD: 245 MONTHS

AVERAGE TIME IN SERVICE: 251 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 1

EXPRESSED JOB INTEREST: DULL (7%), SO-SO (7%), INTERESTING (86%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 13%
FAIRLY WELL OR BETTER 87%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

AVERAGE NUMBER OF TASKS PERFORMED: 98

GROUP DIFFERENTIATING TASKS:

TASKS

B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
B93 DRAFT CORRESPONDENCE
A38 PREPARE BRIEFING AIDS, SUCH AS CHARTS OR SLIDES
A21 PLAN BRIEFING
B57 CONDUCT MEETINGS OR BRIEFINGS
C125 EVALUATE AIR DEFENSE EXERCISE RESULTS
D169 CONDUCT TRAINING CONFERENCES OR BRIEFINGS
A14 ESTABLISH ORGANIZATIONAL POLICIES, OFFICE INSTRUCTIONS (OI), OR
STANDING OPERATING PROCEDURES (SOP)

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

A	ORGANIZING AND PLANNING	24
B	DIRECTING AND IMPLEMENTING	22
D	TRAINING	16
C	EVALUATING	13

A11

GROUP ID NUMBER AND TITLE: GRP619 - UNIT OPERATIONS TRAINING NCOs

NUMBER IN GROUP: 170

PERCENT OF SAMPLE: 6%

MAJCOM DISTRIBUTION: AAC (11%), ADCOM (65%), PACAF (1%), TAC (9%), USAF (9%),
USAFSS (2%), OTHER (3%)

GROUP DIFFERENTIATING TASKS:

TASKS

B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
C126 EVALUATE AIRMEN PERFORMANCE
D201 REVIEW INDIVIDUAL TRAINING PROGRESS
B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS TECHNICIANS
(AFSC 27670)
B101 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES
D174 DETERMINE TRAINING REQUIREMENTS
C158 VERIFY OPERATIONAL READINESS STATUS OF PERSONNEL
A15 ESTABLISH PERFORMANCE STANDARDS FOR SUBORDINATES
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

B	DIRECTING AND IMPLEMENTING	20
D	TRAINING	18
A	ORGANIZING AND PLANNING	14
C	EVALUATING	11
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	10

GROUP ID NUMBER AND TITLE: GRP660 - WEAPONS CONTROLLER NCOICs

NUMBER IN GROUP: 53

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: AAC (4%), ADCOM (13%), AFSC (2%), PACAF (2%), TAC (38%),
USAF (2%), USAF (39%)

GROUP DIFFERENTIATING TASKS:

TASKS

B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
F284 OPERATE GENERATOR SETS
D193 PREPARE FOR OR TAKE PROFICIENCY TESTS
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
G337 OBTAIN WEATHER INFORMATION
N443 LOAD VEHICLES OR AIRCRAFT
N456 UNPACK SHELTERS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING GENERAL OPERATIONS FUNCTIONS	12
D TRAINING	11
G PERFORMING PLOTTING AND TRACKING FUNCTIONS	11
B IMPLEMENTING AND DIRECTING	11
N PERFORMING MOBILE OPERATIONS	10

GROUP ID NUMBER AND TITLE: GRP503 - DETECTION NCOs

NUMBER IN GROUP: 15

PERCENT OF SAMPLE: LESS THAN 1%

MAJCOM DISTRIBUTION: AAC (7%), ADCOM (40%), ATC (7%), PACAF (7%), TAC (26%),
USAFE (13%)

GROUP DIFFERENTIATING TASKS:

TASKS

B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)
A19 MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS
B62 DIRECT DETECTION CONSOLE OPERATOR ACTIVITIES
A26 PLAN ON-THE-JOB TRAINING (OJT) PROGRAMS
B68 DIRECT HEIGHT OPERATIONS
A42 PREPARE RECOMMENDATIONS FOR PROMOTIONS, DEMOTIONS, OR RECLASSIFICATION
C126 EVALUATE AIRMEN PERFORMANCE
B74 DIRECT MANUAL OR AUTOMATED TRACKING SYSTEMS OPERATIONS
A20 PLAN AEROSPACE DEFENSE EXERCISE TESTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	32
A ORGANIZING AND PLANNING	30
C EVALUATING	11
D TRAINING	7

GROUP ID NUMBER AND TITLE: GRP553 - RADAR OPERATIONS NCOs

NUMBER IN GROUP: 15

PERCENT OF SAMPLE: LESS THAN 1%

MAJCOM DISTRIBUTION: PACAF (27%), TAC (7%), USAF (66%)

GROUP DIFFERENTIATING TASKS:

TASKS

E214 INVENTORY CLASSIFIED FILES
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR
IDENTIFICATION LOGS
A19 MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS
F288 PERFORM COMMUNICATIONS CHECKS
F237 BREAKDOWN FRAG ORDERS
B104 MAINTAIN CONTROL OF CLASSIFIED DOCUMENTS
D170 CONDUCT UPGRADE TRAINING
J384 CONFIRM MISSION RESULTS
J382 CONDUCT OFFENSIVE MISSIONS

TIME SPENT ON DUTIES:

DUTY	AVERAGE TIME SPENT BY ALL MEMBERS
B DIRECTING AND IMPLEMENTING	17
D TRAINING	15
A ORGANIZING AND PLANNING	13
E PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	13
J PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	10

GROUP ID NUMBER AND TITLE: GRP674 - RADAR OPERATORS

NUMBER IN GROUP: 43

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: AAC (12%), ADCOM (46%), AFLC (2%), PACAF (5%), TAC (21%),
USAF (9%), OTHER (5%)

GROUP DIFFERENTIATING TASKS:

TASKS

F288 PERFORM COMMUNICATIONS CHECKS
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
A19 MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS
F290 PERFORM CONSOLE SWITCHING ACTIONS
D193 PREPARE FOR OR TAKE PROFICIENCY TESTS
I360 DETERMINE RELATIVE HEIGHTS BETWEEN TARGETS AND INTERCEPTORS
F308 REPORT SYSTEMS DEGRADATIONS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING GENERAL OPERATIONS FUNCTIONS	15
B DIRECTING AND IMPLEMENTING	11
A ORGANIZING AND PLANNING	9
D TRAINING	8

GROUP ID NUMBER AND TITLE: GRP272 - TAC SURVEILLANCE PERSONNEL

NUMBER IN GROUP: 97

PERCENT OF SAMPLE: 4%

MAJCOM DISTRIBUTION: AAC (18%), ADCOM (13%), ATC (2%), TAC (55%), USAF (6%),
USAFSS (5%), OTHER (1%)

GROUP DIFFERENTIATING TASKS:

TASKS

G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA
G334 MAINTAIN CONTINUITY OF TRACKS
F288 PERFORM COMMUNICATIONS CHECKS
G338 PERFORM TELLING AND RECORDING FUNCTIONS
F285 OPERATE IDENTIFICATION FRIEND FROM FRIEND OR SELECTIVE IDENTIFICATION
FEATURE (IFF/SIF) EQUIPMENT
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
D193 PREPARE FOR OR TAKE PROFICIENCY TESTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	17
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	17
B	DIRECTING AND IMPLEMENTING	11
D	TRAINING	9

GROUP ID NUMBER AND TITLE: GRP456 - ACWS SURVEILLANCE NCOs

NUMBER IN GROUP: 51

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: AAC (33%), ADCOM (21%), AFAFC (2%), TAC (22%), USAFE (12%), USAFSS (10%)

LOCATION: CONUS (37%), OVERSEAS (63%)

DAFSC DISTRIBUTION: 27650 (57%), 27670 (43%)

AVERAGE GRADE: 4.7

JOB DIFFICULTY INDEX: 16.3

AVERAGE TIME IN CAREER FIELD: 82 MONTHS

AVERAGE TIME IN SERVICE: 104 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 22%

AMOUNT OF SUPERVISION: 2

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (24%), INTERESTING (58%), NOT REPORTED (4%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 33%
FAIRLY WELL OR BETTER 67%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 20%
FAIRLY WELL OR BETTER 80%

AVERAGE NUMBER OF TASKS PERFORMED: 108

GROUP DIFFERENTIATING TASKS:

TASKS

F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA
B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)
G333 INTERROGATE TRACKS
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
A19 MAINTAIN STATUS BOARDS, CHARTS, OR GRAPHS
B113 SUPERVISE APPRENTICE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS
(AFSC 27630)

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT BY ALL MEMBERS

F	PERFORMING GENERAL OPERATIONS FUNCTIONS	17
G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	16
B	DIRECTING AND IMPLEMENTING	13
A	ORGANIZING AND PLANNING	8

GROUP ID NUMBER AND TITLE: GRP423 - AIRBORNE SURVEILLANCE NCOs

NUMBER IN GROUP: 43

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: ADCOM (5%), ATC (5%), TAC (90%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 27650 (26%), 27670 (70%), 27692 (4%)

AVERAGE GRADE: 5.3

JOB DIFFICULTY INDEX: 15.4

AVERAGE TIME IN CAREER FIELD: 115 MONTHS

AVERAGE TIME IN SERVICE: 138 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 7%

AMOUNT OF SUPERVISION: 1

EXPRESSED JOB INTEREST: DULL (12%), SO-SO (7%), INTERESTING (79%),
NOT REPORTED (2%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 81%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 9%
FAIRLY WELL OR BETTER 91%

AVERAGE NUMBER OF TASKS PERFORMED: 92

GROUP DIFFERENTIATING TASKS:

TASKS

G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA
G338 PERFORM TELLING AND RECORDING FUNCTIONS
G346 TAKE CORRECTIVE ACTIONS ON ALARM CONDITIONS
F288 PERFORM COMMUNICATIONS CHECKS
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
G344 REPORT POSITION, TYPE, OR INTENSITY OF JAMMING
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
A38 PREPARE BRIEFINGS AIDS, SUCH AS CHARTS OR SLIDES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	19
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	19
D	TRAINING	11
B	DIRECTING AND IMPLEMENTING	9

GROUP ID NUMBER AND TITLE: GRP194 - AIR DEFENSE RADAR PERSONNEL

NUMBER IN GROUP: 203

PERCENT OF SAMPLE: 8%

GROUP DIFFERENTIATING TASKS:

TASK

T621 RECORD EQUIPMENT PERFORMANCE IN AJO OR DQM LOGS
T607 IDENTIFY TYPE, POSITION, OR INTENSITY OF ELECTRONIC JAMMING
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES
I359 DETERMINE FLIGHT SIZES
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
I374 REPORT TARGET HEIGHTS
B104 MAINTAIN CONTROL OF CLASSIFIED DOCUMENTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING GENERAL OPERATIONS FUNCTIONS	21
T PERFORMING ELECTRONIC WARFARE COUNTER-COUNTERMEASURES (ECCM)	17
I PROCESSING HEIGHT INFORMATION	10
B DIRECTING AND IMPLEMENTING	9

GROUP ID NUMBER AND TITLE: GRP1047 - HEIGHT RANGE INDICATOR OPERATORS

NUMBER IN GROUP: 24

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: ADCOM (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 27630 (4%), 27650 (83%), 27670 (13%)

AVERAGE GRADE: 3.8

JOB DIFFICULTY INDEX: 12.5

AVERAGE TIME IN CAREER FIELD: 38 MONTHS

AVERAGE TIME IN SERVICE: 56 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 54%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (50%), SO-SO (21%), INTERESTING (29%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 67%
FAIRLY WELL OR BETTER 33%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 42%
FAIRLY WELL OR BETTER 58%

AVERAGE NUMBER OF TASKS PERFORMED: 74

GROUP DIFFERENTIATING TASKS:

TASKS

I359 DETERMINE FLIGHT SIZES
I374 REPORT TARGET HEIGHTS
L418 CLEAN OPERATIONS ROOMS OR EQUIPMENT
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
I360 DETERMINE RELATIVE HEIGHTS BETWEEN TARGETS AND INTERCEPTORS
T607 IDENTIFY TYPE, POSITION, OR INTENSITY OF ELECTRONIC JAMMING
T612 MAKE SCOPE ADJUSTMENTS TO MINIMIZE EFFECTS OF ECM

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING GENERAL OPERATIONS FUNCTIONS	23
I PROCESSING HEIGHT INFORMATION	21
T PERFORMING ELECTRONIC WARFARE COUNTER-COUNTERMEASURES (ECCM)	10
L PERFORMING DAILY OR SHIFT CHECKS	8

GROUP ID NUMBER AND TITLE: GRP828 - ANTI-JAMMING OPERATORS

NUMBER IN GROUP: 90 PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: ADCOM (99%), TAC (1%)

LOCATION: CONUS (99%), OVERSEAS (1%)

DAFSC DISTRIBUTION: 27650 (8%), 27670 (2%), 27631 (36%), 27671 (52%), OTHER (2%)

AVERAGE GRADE: 4.7 JOB DIFFICULTY INDEX: 17.7

AVERAGE TIME IN CAREER FIELD: 69 MONTHS

AVERAGE TIME IN SERVICE: 113 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 24%

AMOUNT OF SUPERVISION: 1

EXPRESSED JOB INTEREST: DULL (41%), SO-SO (18%), INTERESTING (40%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 59%
FAIRLY WELL OR BETTER 41%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 36%
FAIRLY WELL OR BETTER 62%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 112

GROUP DIFFERENTIATING TASKS:

TASKS

T621 RECORD EQUIPMENT PERFORMANCE IN AJO OR DQM LOGS
L421 PERFORM DATA QUALITY MONITOR (DQM) FUNCTIONS
T614 MONITOR RADAR INPUTS COUNTERMEASURES OFFICER CONFERENCE LOOPS
T607 IDENTIFY TYPE, POSITION, OR INTENSITY OF ELECTRONIC JAMMING
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
I362 DIFFERENTIATE BETWEEN MECHANICAL ECM AND ACTUAL TARGETS
I363 ESTABLISH HEIGHT FINDER ECM FIXES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

T	PERFORMING ELECTRONIC WARFARE COUNTER-COUNTERMEASURES (ECCM)	23
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	21
I	PROCESSING HEIGHT INFORMATION	9
L	PERFORMING DAILY OR SHIFT CHECKS	7

GROUP ID NUMBER AND TITLE: GRP836 - RADAR SQUADRON TRAINING NCOs

NUMBER IN GROUP: 35

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: ADCOM (100%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 27650 (49%), 27670 (43%), 27631 (3%), 27671 (5%)

AVERAGE GRADE: 5.3

JOB DIFFICULTY INDEX: 15.6

AVERAGE TIME IN CAREER FIELD: 92 MONTHS

AVERAGE TIME IN SERVICE: 131 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 3%

AMOUNT OF SUPERVISION: 2

EXPRESSED JOB INTEREST: DULL (32%), SO-SO (26%), INTERESTING (42%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 54%
FAIRLY WELL OR BETTER 46%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 34%
FAIRLY WELL OR BETTER 66%

AVERAGE NUMBER OF TASKS PERFORMED: 96

GROUP DIFFERENTIATING TASKS:

TASKS

B104 MAINTAIN CONTROL OF CLASSIFIED DOCUMENTS
B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)
I360 DETERMINE RELATIVE HEIGHTS BETWEEN TARGETS AND INTERCEPTORS
D190 MAINTAIN TRAINING RECORDS, CHARTS, OR GRAPHS
D201 REVIEW INDIVIDUAL TRAINING PROGRESS
D166 CONDUCT PROFICIENCY TRAINING
I362 DIFFERENTIATE BETWEEN MECHANICAL ECM AND ACTUAL TARGETS
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	17
D TRAINING	16
I PROCESSING HEIGHT INFORMATION	15
F PERFORMING GENERAL OPERATIONS FUNCTIONS	13

GROUP ID NUMBER AND TITLE: GRP700 - AIR DEFENSE ECCM OPERATORS

NUMBER IN GROUP: 36 PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: ADCOM (94%), AFAFC (3%), OTHER (3%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 27650 (3%), 27692 (8%), 27631 (47%), 27671 (31%), OTHER (11%)

AVERAGE GRADE: 4.5 JOB DIFFICULTY INDEX: 18.0

AVERAGE TIME IN CAREER FIELD: 83 MONTHS

AVERAGE TIME IN SERVICE: 106 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 50%

AMOUNT OF SUPERVISION: 1

EXPRESSED JOB INTEREST: DULL (14%), SO-SO (8%), INTERESTING (75%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 36%
FAIRLY WELL OR BETTER 64%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 14%
FAIRLY WELL OR BETTER 86%

AVERAGE NUMBER OF TASKS PERFORMED: 104

GROUP DIFFERENTIATING TASKS:

TASKS

T602 CONTROL QUALITY OR QUANTITY OF DATA INPUTS OR OUTPUTS
T614 MONITOR RADAR INPUTS COUNTERMEASURES OFFICER CONFERENCE LOOPS
F243 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES
F246 CHANGE MAPPED AREAS
F262 DEBRIEF ANTI-JAMMING OPERATORS (AJO) FOLLOWING MISSIONS
F280 MAP UNWANTED RADAR DATA ON LONG RANGE RADAR INPUTS (LRRI)
B119 SUPERVISE RADAR INPUT OPERATIONS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

PERFORMING GENERAL OPERATIONS FUNCTIONS	32
PERFORMING ELECTRONIC WARFARE COUNTER-COUNTERMEASURES ECCM)	18
RECTING AND IMPLEMENTING	12

GROUP ID NUMBER AND TITLE: GRP130 - AIR SURVEILLANCE AND TRACKING PERSONNEL

NUMBER IN GROUP: 130

PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: AAC (5%), ADCOM (65%), AFSC (3%), ATC (6%), PACAF (3%),
TAC (9%), USAFE (8%), OTHER (1%)

GROUP DIFFERENTIATING TASKS:

TASKS

B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)
C155 PREPARE AIRMAN PERFORMANCE REPORTS (APR)
C126 EVALUATE AIRMEN PERFORMANCE
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
A50 SCHEDULE WORK ASSIGNMENTS
D172 COUNSEL TRAINEES ON TRAINING PROGRESS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	21
F PERFORMING GENERAL OPERATIONS FUNCTIONS	16
A ORGANIZING AND PLANNING	14
D TRAINING	14
C EVALUATING	11

GROUP ID NUMBER AND TITLE: GRP335 - AIR SURVEILLANCE CREW CHIEFS

NUMBER IN GROUP: 33

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: AAC (12%), ADCOM (67%), AFAFC (3%), TAC (9%), USAF (9%)

LOCATION: CONUS (82%), OVERSEAS, (18%)

DAFSC DISTRIBUTION: 27650 (43%), 27670 (39%), 27692 (18%)

AVERAGE GRADE: 5.7

JOB DIFFICULTY INDEX: 11.2

AVERAGE TIME IN CAREER FIELD: 96 MONTHS

AVERAGE TIME IN SERVICE: 168 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 3%

AMOUNT OF SUPERVISION: 3

EXPRESSED JOB INTEREST: DULL (24%), SO-SO (18%), INTERESTING (58%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

AVERAGE NUMBER OF TASKS PERFORMED: 39

GROUP DIFFERENTIATING TASKS:

TASKS

B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES
C155 PREPARE AIRMAN PERFORMANCE REPORTS (APR)
B59 COUNSEL PERSONNEL ON PERSONAL OR MILITARY RELATED PROBLEMS
F290 PERFORM CONSOLE SWITCHING ACTIONS
A3 ASSIGN PERSONNEL TO DUTY POSITIONS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

B	DIRECTING AND IMPLEMENTING	23
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	17
A	ORGANIZING AND PLANNING	18
C	EVALUATING	12

GROUP ID NUMBER AND TITLE: GRP451 - PLOTTING AND TRACKING NCOs

NUMBER IN GROUP: 36

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: AAC (3%), ADCOM (92%), TAC (3%), USAFE (2%)

LOCATION: CONUS (92%), OVERSEAS (8%)

DAFSC DISTRIBUTION: 27630 (8%), 27650 (47%), 27670 (44%), OTHER (1%)

AVERAGE GRADE: 4.6

JOB DIFFICULTY INDEX: 13.5

AVERAGE TIME IN CAREER FIELD: 51 MONTHS

AVERAGE TIME IN SERVICE: 107 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 33%

AMOUNT OF SUPERVISION: 3

EXPRESSED JOB INTEREST: DULL (31%), SO-SO (19%) INTERESTING (50%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 47%
FAIRLY WELL OR BETTER 53%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 28%
FAIRLY WELL OR BETTER 72%

AVERAGE NUMBER OF TASKS PERFORMED: 66

GROUP DIFFERENTIATING TASKS:

TASKS

B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)
B113 SUPERVISE APPRENTICE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS
(AFSC 27630)
G334 MAINTAIN CONTINUITY OF TRACKS
B88 DIRECT TRACKING OPERATIONS
G336 MONITOR OR ASSIST IN PASSIVE TRACKING ACTIVITIES
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
D193 PREPARE FOR OR TAKE PROFICIENCY TESTS
F281 MONITOR DAILY FLYING MISSIONS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
B DIRECTING AND IMPLEMENTING	21
F PERFORMING GENERAL OPERATIONS FUNCTIONS	18
G PERFORMING PLOTTING AND TRACKING FUNCTIONS	14
D TRAINING	13

GEOUP ID NUMBER AND TITLE: GRP482 - AIR SURVEILLANCE AND TRACKING SENIOR CREW CHIEFS

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: LESS THAN 1%

MAJCOM DISTRIBUTION: ADCOM (100%)

LOCATION: CONUS (77%), OVERSEAS (23%)

DAFSC DISTRIBUTION: 27650 (8%), 27670 (46%), 27692 (31%), 27671 (8%), OTHER (7%)

AVERAGE GRADE: 6.1

JOB DIFFICULTY INDEX: 16.8

AVERAGE TIME IN CAREER FIELD: 123 MONTHS

AVERAGE TIME IN SERVICE: 200 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: NONE

AMOUNT OF SUPERVISION: 4

EXPRESSED JOB INTEREST: DULL (39%), SO-SO (0%), INTERESTING (54%),
NOT REPORTED (7%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 39%
FAIRLY WELL OR BETTER 61%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 31%
FAIRLY WELL OR BETTER 69%

AVERAGE NUMBER OF TASKS PERFORMED: 87

GROUP DIFFERENTIATING TASKS:

TASK

B111 SUPERVISE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS (AFSC 27650)
A47 SCHEDULE LEAVES OR PASSES
D172 COUNSEL TRAINEES ON TRAINING PROGRESS
A9 DETERMINE WORK PRIORITIES
C155 PREPARE AIRMAN PERFORMANCE REPORTS (APRs)
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES
B101 INTERPRET POLICIES, DIRECTIVES, OR PROCEDURES FOR SUBORDINATES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

B	DIRECTING AND IMPLEMENTING	21
A	ORGANIZING AND PLANNING	18
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	15
D	TRAINING	13
C	EVALUATING	12

GROUP ID NUMBER AND TITLE: GRP110 - HEIGHT RANGE INDICATOR OPERATORS

NUMBER IN GROUP: 129

PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: AAC (2%), ADCOM (85%), AFAFC (2%), USAFE (9%), OTHER (2%)

GROUP DIFFERENTIATING TASKS:

TASKS

I359 DETERMINE FLIGHT SIZES
I374 REPORT TARGET HEIGHTS
I364 EXAMINE CONSOLE FOR MODES OF OPERATION
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES
L417 CHECK SCOPE CAMERAS
G344 REPORT POSITION, TYPE, OR INTENSITY OF JAMMING

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
I PROCESSING HEIGHT INFORMATION	33
F PERFORMING GENERAL OPERATIONS FUNCTIONS	15
L PERFORMING DAILY OR SHIFT CHECKS	9
G PERFORMING PLOTTING AND TRACKING FUNCTIONS	8

GROUP ID NUMBER AND TITLE: GRP118 - ACWS MOBILE UNIT PERSONNEL

NUMBER IN GROUP: 265

PERCENT OF SAMPLE: 10%

MAJCOM DISTRIBUTION: AAC (2%), ADCOM (1%), PACAF (1%), TAC (63%), USAF (33%)

GROUP DIFFERENTIATING TASKS:

TASKS

N440 ERECT SHELTERS
N449 REPACK SHELTERS
N443 LOAD VEHICLES OR AIRCRAFT
G329 DISPLAY WEATHER INFORMATION
F288 PERFORM COMMUNICATIONS CHECKS
G334 MAINTAIN CONTINUITY OF TRACKS
G326 DISPLAY MISSION DATA
F290 PERFORM CONSOLE SWITCHING ACTIONS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

N	PERFORMING MOBILE OPERATIONS	31
G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	20
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	10
J	PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	6

GROUP ID NUMBER AND TITLE: GRP136 - AIR DEFENSE SURVEILLANCE PERSONNEL

NUMBER IN GROUP: 143

PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: AAC (54%), ADCOM (20%), TAC (20%), USAF (2%), USAFSS (1%),
OTHER (3%)

GROUP DIFFERENTIATING TASKS:

TASKS

G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA
G329 DISPLAY WEATHER INFORMATION
G317 ASSIGN NUMBERS AND AMPLIFY DATA TO TRACKS
F285 OPERATE IDENTIFICATION FRIEND FROM FRIEND OR SELECTIVE IDENTIFICATION FEATURE
(IFF/SIF) EQUIPMENT
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE
E214 INVENTORY CLASSIFIED FILES
G339 PLOT AIR DEFENSE DATA
F258 COORDINATE WITH HIGHER HEADQUARTERS ON IDENTIFICATION OF TRACKS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	33
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	16
L	PERFORMING DAILY OR SHIFT CHECKS	9
E	PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	7

GROUP ID NUMBER AND TITLE: GRP107 - WEAPONS CONTROLLER PERSONNEL

NUMBER IN GROUP: 262

PERCENT OF SAMPLE: 10%

MAJCOM DISTRIBUTION: AAC (11%), ADCOM (53%), AFSC (7%), ATC (2%), PACAF (9%),
TAC (9%), USAF (6%), OTHER (3%)

GROUP DIFFERENTIATING TASKS:

TASKS

J385 PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS
F281 MONITOR DAILY FLYING MISSIONS
J397 MONITOR WEATHER STATUS
F288 PERFORM COMMUNICATIONS CHECKS
F290 PERFORM CONSOLE SWITCHING ACTIONS
J404 STUDY WEAPONS' PERFORMANCE AND CAPABILITIES
G337 OBTAIN WEATHER INFORMATION
J400 REPORT ARMAMENT EXPENDITURE DATA

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

J	PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	23
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	20
G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	9
E	PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	9

GROUP ID NUMBER AND TITLE: GRP174 - WEAPONS CONTROLLER OPERATORS

NUMBER IN GROUP: 87

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: AAC (8%), ADCOM (62%), ATC (3%), PACAF (5%), TAC (13%),
USAFE (5%), OTHER (4%)

LOCATION: CONUS (74%), OVERSEAS (25%), NOT REPORTED (1%)

DAFSC DISTRIBUTION: 27630 (1%), 27650 (85%), 27670 (14%)

AVERAGE GRADE: 4.1

JOB DIFFICULTY INDEX: 9.59

AVERAGE TIME IN CAREER FIELD: 52 MONTHS

AVERAGE TIME IN SERVICE: 65 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 51%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (23%), SO-SO (21%), INTERESTING (53%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 34%
FAIRLY WELL OR BETTER 65%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 23%
FAIRLY WELL OR BETTER 77%

AVERAGE NUMBER OF TASKS PERFORMED: 32

GROUP DIFFERENTIATING TASKS:

TASKS

J386 COORDINATE HANDOVERS WITH OTHER AGENCIES
J385 COORDINATE AIRCRAFT RECOVERIES WITH OTHER AGENCIES
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION
LOGS
J397 MONITOR WEATHER STATUS
J381 CONDUCT INTERCEPTS
F290 PERFORM CONSOLE SWITCHING ACTIONS
F281 MONITOR DAILY FLYING MISSIONS
E214 INVENTORY CLASSIFIED FILES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

J	PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	38
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	19
E	PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	8

GROUP ID NUMBER AND TITLE: GRP255 - SENIOR DIRECTOR TECHNICIANS

NUMBER IN GROUP: 77

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: AAC (18%), ADCOM (55%), HQ USAF (3%), PACAF (10%), TAC (5%),
USAF (8%), OTHER (1%)

LOCATION: CONUS (56%), OVERSEAS (44%)

DAFSC DISTRIBUTION: 27650 (35%), 27670 (53%), 27692 (12%)

AVERAGE GRADE: 5.6

JOB DIFFICULTY INDEX: 11.93

AVERAGE TIME IN CAREER FIELD: 124 MONTHS

AVERAGE TIME IN SERVICE: 150 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 5%

AMOUNT OF SUPERVISION: 2

EXPRESSED JOB INTEREST: DULL (27%), SO-SO (21%), INTERESTING (49%),
NOT REPORTED (3%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 38%
FAIRLY WELL OR BETTER 61%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 39%
FAIRLY WELL OR BETTER 60%
NOT REPORTED 1%

AVERAGE NUMBER OF TASKS PERFORMED: 60

GROUP DIFFERENTIATING TASKS:

TASKS

F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES
E214 INVENTORY CLASSIFIED FILES
F281 MONITOR DAILY FLYING MISSIONS
A38 PREPARE BRIEFING AIDS, SUCH AS CHARTS OR SLIDES
B104 MAINTAIN CONTROL OF CLASSIFIED DOCUMENTS
G337 OBTAIN WEATHER INFORMATION
F234 ANALYZE INFORMATION DISPLAYS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F	PERFORMING GENERAL OPERATIONS FUNCTIONS	25
B	DIRECTING AND IMPLEMENTING	13
E	PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	12
G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	12
A	ORGANIZING AND PLANNING	10
A34		

GROUP ID NUMBER AND TITLE: GRP241 - WEAPONS CONTROLLER TECHNICIANS

NUMBER IN GROUP: 74

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: AAC (10%), ADCOM (56%), AFAFC (1%), AFSC (5%), ATC (3%),
PACAF (7%), TAC (10%), USAF (4%), OTHER (4%)

LOCATION: CONUS (76%), OVERSEAS (24%)

DAFSC DISTRIBUTION: 37650 (68%), 27670 (30%), OTHER (2%)

AVERAGE GRADE: 4.4

JOB DIFFICULTY INDEX: 14.82

AVERAGE TIME IN CAREER FIELD: 74 MONTHS

AVERAGE TIME IN SERVICE: 83 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 39%

AMOUNT OF SUPERVISION: 1

EXPRESSED JOB INTEREST: DULL (20%), SO-SO (16%), INTERESTING (63%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 35%
FAIRLY WELL OR BETTER 64%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 19%
FAIRLY WELL OR BETTER 78%
NOT REPORTED 3%

AVERAGE NUMBER OF TASKS PERFORMED: 83

GROUP DIFFERENTIATING TASKS:

TASKS

J385 COORDINATE AIRCRAFT RECOVERIES WITH OTHER AGENCIES
J386 COORDINATE HANDOVERS WITH OTHER AGENCIES
F281 MONITOR DAILY FLYING MISSIONS
J381 CONDUCT INTERCEPTS
J404 STUDY WEAPONS' PERFORMANCE AND CAPABILITIES
F288 PERFORM COMMUNICATIONS CHECKS
G337 OBTAIN WEATHER INFORMATION
D173 DEMONSTRATE HOW TO LOCATE TECHNICAL INFORMATION

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

J	PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	23
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	17
G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	8
D	TRAINING	8
A35		

GROUP ID NUMBER AND TITLE: GRP134 - MISSION MANAGEMENT AND RANGE SAFETY TECHNICIANS

NUMBER IN GROUP: 22

PERCENT OF SAMPLE: LESS THAN 1%

MAJCOM DISTRIBUTION: ADCOM (5%), AFSC (55%), PACAF (32%), USAF (4%), USAFSS (4%)

LOCATION: CONUS (55%), OVERSEAS (45%)

DAFSC DISTRIBUTION: 27650 (77%), 27670 (23%)

AVERAGE GRADE: 4.2

JOB DIFFICULTY INDEX: 8.56

AVERAGE TIME IN CAREER FIELD: 63 MONTHS

AVERAGE TIME IN SERVICE: 75 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 55%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (23%), SO-SO (36%), INTERESTING (36%),
NOT REPORTED (5%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 64%
FAIRLY WELL OR BETTER 36%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 82%
FAIRLY WELL OR BETTER 18%

AVERAGE NUMBER OF TASKS PERFORMED: 33

GROUP DIFFERENTIATING TASKS:

TASKS

F281 MONITOR DAILY FLYING MISSIONS
J395 MONITOR GUNNERY RANGE ACTIVITIES
H352 MAINTAIN FLIGHT STRIPS
J393 MONITOR BOMB RUNS
J396 MONITOR RADAR BOMB SCORING (RBS) RUNS
F282 MONITOR WEATHER REPORTS
G343 RELAY ORDERS TO AIRCRAFT OR OPERATIONAL PERSONNEL
J387 COORDINATE RESCUE ACTIONS WITH OTHER AGENCIES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

J	PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	21
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	15
H	PERFORMING MOVEMENT IDENTIFICATION FUNCTIONS	15
G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	8

GROUP ID NUMBER AND TITLE: GRP198 - MOVEMENT IDENTIFICATION PERSONNEL

NUMBER IN GROUP: 118

PERCENT OF SAMPLE: 4%

MAJCOM DISTRIBUTION: AAC (11%), ADCOM (56%), PACAF (18%), TAC (2%), USAFE (12%),
OTHER (1%)

GROUP DIFFERENTIATING TASKS:

TASKS

H350 DETERMINE TRACK CLASSIFICATION OR IDENTIFICATION
H349 CORRELATE FLIGHT PLAN INFORMATION WITH EXISTING TRACKS
H351 DISSEMINATE FLIGHT PLAN INFORMATION
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
F290 PERFORM CONSOLE SWITCHING ACTIONS
E230 STUDY SAFE PASSAGE PROCEDURES
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

H	PERFORMING MOVEMENT IDENTIFICATION FUNCTIONS	37
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	22
E	PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	7
B	DIRECTING AND IMPLEMENTING	7

AD-A079 404

AIR FORCE OCCUPATIONAL MEASUREMENT CENTER RANDOLPH AFB TX F/G 5/9
AEROSPACE CONTROL AND WARNING SYSTEMS CAREER LADDER AND ELECTRO--ETC(U)
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GROUP ID NUMBER AND TITLE: GRP125 - MANUAL DATA INPUT PERSONNEL

NUMBER IN GROUP: 56

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: ADCOM (95%), ATC (2%), OTHER (3%)

GROUP DIFFERENTIATING TASKS:

TASKS

K410 PROCESS DATA ON TAPE-TO-CARD PUNCH MACHINES
K413 RECEIVE MANUAL DATA
K414 STUDY CARD FORMATS
F267 ENTER PUNCHED DATA INTO CONTROL COMPUTERS
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE
G332 INSERT MANUAL INPUT TRACKS
F289 PERFORM COMPUTER START-OVER PROCEDURES

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

K	OPERATING MANUAL DATA INPUT EQUIPMENT	26
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	21
G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	9
L	PERFORMING DAILY OR SHIFT CHECKS	9

GROUP ID NUMBER AND TITLE: GRP049 - GENERAL OPERATIONS AND OTHER SPACE CONTROL PERSONNEL

NUMBER IN GROUP: 198

PERCENT OF SAMPLE: 7%

MAJCOM DISTRIBUTION: AAC (7%), ADCOM (64%), AFAFC (2%), PACAF (8%), TAC (4%), USAF (12%), OTHER (3%)

GROUP DIFFERENTIATING TASKS:

TASKS

F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES
F264 DISPLAY OPERATIONAL DATA
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION LOGS
E209 DECODE MESSAGES
B104 MAINTAIN CONTROL OF CLASSIFIED DOCUMENTS
R576 TRACK SATELLITE TRAJECTORIES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING GENERAL OPERATIONS FUNCTIONS	20
E PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	17
B DIRECTING AND IMPLEMENTING	8
R PERFORMING OTHER SPACE CONTROL FUNCTIONS	7

GROUP ID NUMBER AND TITLE: GRP191 - GENERAL OPERATIONS NCOs

NUMBER IN GROUP: 44

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: AAC (9%), ADCOM (36%), AFAFC (2%), HQ USAF (2%), PACAF (23%),
TAC (2%), USAF (23%), OTHER (3%)

LOCATION: CONUS (34%), OVERSEAS (66%)

DAFSC DISTRIBUTION: 27650 (48%), 27670 (50%), OTHER (2%)

AVERAGE GRADE: 4.9

JOB DIFFICULTY INDEX: 7.42

AVERAGE TIME IN CAREER FIELD: 91 MONTHS

AVERAGE TIME IN SERVICE: 119 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 25%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (30%), SO-SO (25%), INTERESTING (45%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 57%
FAIRLY WELL OR BETTER 41%
NOT REPORTED 2%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 41%
FAIRLY WELL OR BETTER 59%

AVERAGE NUMBER OF TASKS PERFORMED: 28

GROUP DIFFERENTIATING TASKS:

TASKS

F288 PERFORM COMMUNICATIONS CHECKS
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
F281 MONITOR DAILY FLYING MISSIONS
E219 MAINTAIN LOGS OR RECORDS, SUCH AS SURVEILLANCE, WEAPONS, OR IDENTIFICATION
LOGS
E229 SEND TELETYPE MESSAGES
G342 RECEIVE INTELLIGENCE INFORMATION
G328 DISPLAY THREAT AND WARNING INFORMATION
L422 PERFORM SYSTEMS CHECKS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING GENERAL OPERATIONS FUNCTIONS	26
E PERFORMING OPERATIONS ADMINISTRATIVE FUNCTIONS	20
G PERFORMING PLOTTING AND TRACKING FUNCTIONS	12
L PERFORMING DAILY OR SHIFT CHECKS	8

GROUP ID NUMBER AND TITLE: GRP064 - SPACE SURVEILLANCE CONSOLE OPERATORS

NUMBER IN GROUP: 98

PERCENT OF SAMPLE: 4%

MAJCOM DISTRIBUTION: ADCOM (91%), AFAFC (2%), TAC (3%), OTHER (4%)

LOCATION: CONUS (90%), OVERSEAS (10%)

DAFSC DISTRIBUTION: 27630 (4%), 27650 (54%), 27670 (39%), 27692 (3%)

AVERAGE GRADE: 4.6

JOB DIFFICULTY INDEX: 15.00

AVERAGE TIME IN CAREER FIELD: 75 MONTHS

AVERAGE TIME IN SERVICE: 102 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 29%

AMOUNT OF SUPERVISION: 1

EXPRESSED JOB INTEREST: DULL (31%), SO-SO (22%), INTERESTING (46%),
NOT REPORTED (1%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 51%
FAIRLY WELL OR BETTER 48%
NOT REPORTED 1%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 39%
FAIRLY WELL OR BETTER 59%
NOT REPORTED 2%

AVERAGE NUMBER OF TASKS PERFORMED: 68

GROUP DIFFERENTIATING TASKS:

TASKS

F232 INSERT MANUAL INPUT TRACKS
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
Q512 MONITOR SLBM DISPLAY EQUIPMENT
F264 DISPLAY OPERATIONAL DATA
Q516 PERFORM VOICETELL PROCEDURES
R576 TRACK SATELLITE TRAJECTORIES
R574 PERFORM AN/FPS-7 SYSTEMS CHECKS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

F	PERFORMING GENERAL OPERATIONS FUNCTIONS	18
R	PERFORMING OTHER SPACE CONTROL FUNCTIONS	14
Q	PERFORMING SEA LAUNCHED BALLISTIC MISSILE SYSTEM FUNCTIONS	13

GROUP ID NUMBER AND TITLE: GRP037 - AUTOMATED SYSTEMS NCOs

NUMBER IN GROUP: 56

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: AAC (4%), ADCOM (73%), AFSC (4%), HQ USAF (4%), TAC (12%),
USAF (3%)

GROUP DIFFERENTIATING TASKS:

TASKS

F232 ANALYZE COMPUTER PRINTOUT DATA
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
F291 PERFORM DATA REDUCTION FUNCTIONS
A27 PLAN OPERATIONAL EXERCISES
F278 MAKE MATHEMATICAL CALCULATIONS
F269 EXTRACT DATA FROM COMPUTER TAPES
D203 SCHEDULE REAL OR SIMULATED TRAINING EXERCISES
F263 DESIGN SIMULATED EXERCISE LAYOUTS ON DUAL REFERENCE MAPS
A20 PLAN AEROSPACE DEFENSE EXERCISE TESTS

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING GENERAL OPERATIONS FUNCTIONS	27
A ORGANIZING AND PLANNING	16
B DIRECTING AND IMPLEMENTING	14
D TRAINING	10

GROUP ID NUMBER AND TITLE: GRP033 - PLOTTING AND TRACKING PERSONNEL

NUMBER IN GROUP: 135

PERCENT OF SAMPLE: 5%

MAJCOM DISTRIBUTION: AAC (1%), ADCOM (56%), AFSC (2%), ATC (20%), TAC (18%), OTHER (3%)

GROUP DIFFERENTIATING TASKS:

TASKS

L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE
F290 PERFORM CONSOLE SWITCHING ACTIONS
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA
G334 MAINTAIN CONTINUITY OF TRACKS
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
L422 PERFORM SYSTEMS CHECKS
D163 ATTEND PROFICIENCY TRAINING PROGRAMS
G344 REPORT POSITION, TYPE, OR INTENSITY OF JAMMING
F242 BRIEF RELIEVING CREWS ON CHANGES IN POLICIES OR PROCEDURES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING GENERAL OPERATIONS FUNCTIONS	19
G PERFORMING PLOTTING AND TRACKING FUNCTIONS	19
L PERFORMING DAILY OR SHIFT CHECKS	15
D TRAINING	9

GROUP ID NUMBER AND TITLE: GRP147 - HEIGHT SCOPE OPERATORS

NUMBER IN GROUP: 27

PERCENT OF SAMPLE: 1%

MAJCOM DISTRIBUTION: ADCOM (44%), ATC (26%), TAC (22%), OTHER (8%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 27630 (4%), 27650 (89%), 27670 (7%)

AVERAGE GRADE: 4.0

JOB DIFFICULTY INDEX: 5.43

AVERAGE TIME IN CAREER FIELD: 55 MONTHS

AVERAGE TIME IN SERVICE: 67 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 44%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (74%), SO-SO (7%), INTERESTING (19%)

PERCEIVED UTILIZATION OF TALENTS:	LITTLE OR NOT AT ALL	74%
	FAIRLY WELL OR BETTER	22%
	NOT REPORTED	4%

PERCEIVED UTILIZATION OF TRAINING:	LITTLE OR NOT AT ALL	67%
	FAIRLY WELL OR BETTER	33%

AVERAGE NUMBER OF TASKS PERFORMED: 13

GROUP DIFFERENTIATING TASKS:

TASKS

L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE
B108 PARTICIPATE IN MEETINGS OR BRIEFINGS
L422 PERFORM SYSTEMS CHECKS
F288 PERFORM COMMUNICATIONS CHECKS
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
L426 TEST OPERATION OF INDICATOR CONSOLES
L420 MAINTAIN TRAINING DEVICES
I365 INSERT HEIGHTS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

L	PERFORMING DAILY OR SHIFT CHECKS	34
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	19
B	DIRECTING AND IMPLEMENTING	6
I	PROCESSING HEIGHT INFORMATION	6

GROUP ID NUMBER AND TITLE: GRP148 - PILOT SIMULATOR OPERATORS

NUMBER IN GROUP: 13

PERCENT OF SAMPLE: LESS THAN 1%

MAJCOM DISTRIBUTION: ATC (55%), TAC (15%), OTHER (30%)

LOCATION: CONUS (100%)

DAFSC DISTRIBUTION: 27650 (100%)

AVERAGE GRADE: 3.7

JOB DIFFICULTY INDEX: 6.78

AVERAGE TIME IN CAREER FIELD: 39 MONTHS

AVERAGE TIME IN SERVICE: 41 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 77%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (85%), SO-SO (0%), INTERESTING (15%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 69%
FAIRLY WELL OR BETTER 31%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 77%
FAIRLY WELL OR BETTER 23%

AVERAGE NUMBER OF TASKS PERFORMED: 16

GROUP DIFFERENTIATING TASKS:

TASKS

F292 PERFORM EQUIPMENT OPERABILITY CHECKS
L425 REPORT EQUIPMENT MALFUNCTIONS OR SUBSTANDARD PERFORMANCE
D206 SIMULATE TARGETS
J404 STUDY WEAPONS' PERFORMANCE AND CAPABILITIES
F290 PERFORM CONSOLE SWITCHING ACTIONS
J398 PERFORM FLIGHT FOLLOWS
L422 PERFORM SYSTEMS CHECKS
D203 SCHEDULE REAL OR SIMULATED TRAINING EXERCISES

TIME SPENT ON DUTIES:

<u>DUTY</u>	<u>AVERAGE TIME SPENT BY ALL MEMBERS</u>
F PERFORMING GENERAL OPERATIONS FUNCTIONS	22
J PERFORMING INTERCEPT AND OFFENSIVE MISSION CONTROL FUNCTIONS	15
L PERFORMING DAILY OR SHIFT CHECKS	13
D TRAINING	12

GROUP ID NUMBER AND TITLE: GRP046 - TRACKING TECHNICIANS

NUMBER IN GROUP: 56

PERCENT OF SAMPLE: 2%

MAJCOM DISTRIBUTION: ADCOM (91%), AFSC (2%), ATC (1%), MAC (2%), TAC (4%)

LOCATION: CONUS (95%), OVERSEAS (3%), NOT REPORTED (2%)

DAFSC DISTRIBUTION: 27630 (25%), 27650 (64%), 27670 (4%), 27631 (3%), 27671 (2%),
OTHER (2%)

AVERAGE GRADE: 3.6

JOB DIFFICULTY INDEX: 8.16

AVERAGE TIME IN CAREER FIELD: 30 MONTHS

AVERAGE TIME IN SERVICE: 61 MONTHS

PERCENT MEMBERS IN FIRST ENLISTMENT: 64%

AMOUNT OF SUPERVISION: NONE

EXPRESSED JOB INTEREST: DULL (37%), SO-SO (25%), INTERESTING (38%)

PERCEIVED UTILIZATION OF TALENTS: LITTLE OR NOT AT ALL 61%
FAIRLY WELL OR BETTER 39%

PERCEIVED UTILIZATION OF TRAINING: LITTLE OR NOT AT ALL 27%
FAIRLY WELL OR BETTER 73%

AVERAGE NUMBER OF TASKS PERFORMED: 22

GROUP DIFFERENTIATING TASKS:

TASKS

G334 MAINTAIN CONTINUITY OF TRACKS
G324 DETECT TARGETS OR INITIATE ON PRESENT POSITION OF DATA
G336 MONITOR OR ASSIST IN PASSIVE TRACKING ACTIVITIES
F292 PERFORM EQUIPMENT OPERABILITY CHECKS
F243 BRIEF RELIEVING TECHNICIANS ON OPERATIONAL INFORMATION
F281 MONITOR DAILY FLYING MISSIONS
B113 SUPERVISE APPRENTICE AEROSPACE CONTROL AND WARNING SYSTEMS OPERATORS
(AFSC 27630)
L417 CHECK SCOPE CAMERAS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

G	PERFORMING PLOTTING AND TRACKING FUNCTIONS	28
F	PERFORMING GENERAL OPERATIONS FUNCTIONS	23
B	DIRECTING AND IMPLEMENTING	11
L	PERFORMING DAILY OR SHIFT CHECKS	6

GROUP ID NUMBER AND TITLE: GRP030 - STAFF LEVEL TRAINING NCOICs

NUMBER IN GROUP: 82

PERCENT OF SAMPLE: 3%

MAJCOM DISTRIBUTION: AAC (6%), ADCOM (29%), AFCS (2%), ATC (12%), PACAF (1%),
TAC (29%), USAFE (17%), OTHER (4%)

GROUP DIFFERENTIATING TASKS:

TASKS

A12 DEVELOP WORK METHODS OR PROCEDURES
D202 REVISE TRAINING MATERIALS
A38 PREPARE BRIEFING AIDS, SUCH AS CHARTS OR SLIDES
A1 ACT AS TRAINING ADVISOR AT STAFF LEVEL
D181 DEVELOP TRAINING AIDS
A8 DETERMINE PERSONNEL, SPACE, EQUIPMENT, OR SUPPLIES REQUIREMENTS
C148 EVALUATE TRAINING PROGRAMS
D192 PLAN OR SUPERVISE TRAINING PROGRAMS
B57 CONDUCT MEETINGS OR BRIEFINGS

TIME SPENT ON DUTIES:

DUTY

AVERAGE TIME SPENT
BY ALL MEMBERS

A	ORGANIZING AND PLANNING	31
D	TRAINING	26
B	DIRECTING AND IMPLEMENTING	18
C	EVALUATING	9

APPENDIX B

B1

AEROSPACE CONTROL AND WARNING SYSTEMS
ASSIGNED TO (PERCENT OF GROUP MEMBERS)

	407L TACTICAL AIR CONTROL SYSTEM	412L AIR WEAPONS CONTROL SYSTEM	416H BACK-UP INTER- CEPTOR CONTROL SYSTEM	474L BALLISTIC MISSILE EARLY WARNING SYSTEM	474N SEA LAUNCHED BALLISTIC MISSILE SYSTEM	ADC CENTRAL COMPUTER AND DISPLAY FACILITY	ELECTRONIC WARFARE SIR DEF AIR DEF SYSTEM	MANUAL AIR DEF SYSTEM	SPACE DEFENSE SYSTEM	OTHER OR NOT REPORTED
GRPI35 MANAGERIAL AND SUPERVISORY PERSONNEL	20	10	0	0	0	0	3	9	3	25
GRPI79 TRAINING AND STANDARDIZATION/ EVALUATION PERSONNEL	27	7	3	2	2	10	0	8	7	11
GRP619 UNIT OPERATIONS TRAINING NCOs	8	8	5	2	2	6	1	12	5	40
GRP660 WEAPONS CONTROLLER NCOs	9	2	0	0	0	2	0	8	2	15
GRP503 DETECTION NCOs	7	13	0	0	0	20	0	0	7	40
GRP553 RADAR OPERATIONS NCOs	0	0	0	0	0	0	0	27	0	20
GRP674 RADAR OPERATORS	9	2	0	0	0	12	0	19	0	32
GRP772 TAC SURVEILLANCE PERSONNEL	1	7	1	0	0	0	0	25	1	62
GRP194 AIR DEFENSE RADAR PERSONNEL	9	7	4	0	0	11	0	7	17	43
GRP130 AIR SURVEILLANCE AND TRACKING PERSONNEL	12	5	4	2	0	17	2	5	12	29

AEROSPACE CONTROL AND WARNING SYSTEMS
ASSIGNED TO (PERCENT OF GROUP MEMBERS)
(CONTINUED)

	407L TACTICAL AIR CONTROL SYSTEM	412L AIR WEAPONS CONTROL SYSTEM	416M BACK-UP INTER- CEPTOR CONTROL SYSTEM	474L BALLISTIC MISSILE EARLY WARNING SYSTEM	474N SEA LAUNCHED BALLISTIC MISSILE SYSTEM	ADC CENTRAL COMPUTER AND DISPLAY FACILITY	ELECTRONIC WARFARE SIM ENERGY AIR DEF SYSTEM	MANUAL AIR DEF SYSTEM	SPACE DEFENSE SYSTEM	OTHER OR NOT REPORTED
GRP110 HEIGHT RANGE INDICATOR OPERATORS	8	0	9	4	0	16	1	12	18	32
GRP118 ACWS MOBILE UNIT PERSONNEL	6	67	0	0	0	0	0	8	0	19
GRP136 AIR DEFENSE SURVEILLANCE PERSONNEL	5	11	1	1	0	2	0	49	8	23
GRP107 WEAPONS CONTROLLER PERSONNEL	12	5	6	5	0	17	1	21	4	29
GRP198 MOVEMENT IDENTIFICATION PERSONNEL	6	3	9	3	0	16	0	23	10	30
GRP125 MANUAL DATA INPUT PERSONNEL	4	2	4	5	0	21	0	0	34	30
GRP049 GENERAL OPERATIONS AND OTHER SPACE PERSONNEL	14	5	7	1	5	10	0	6	17	13
GRP037 AUTOMATED SYSTEMS NCOs	34	2	0	5	0	13	0	0	5	41
GRP033 PLOTING AND TRACKING PERSONNEL	21	5	0	7	0	18	3	4	10	32
GRP030 STAFF LEVEL TRAINING NCOs	29	26	2	1	0	7	1	4	6	19